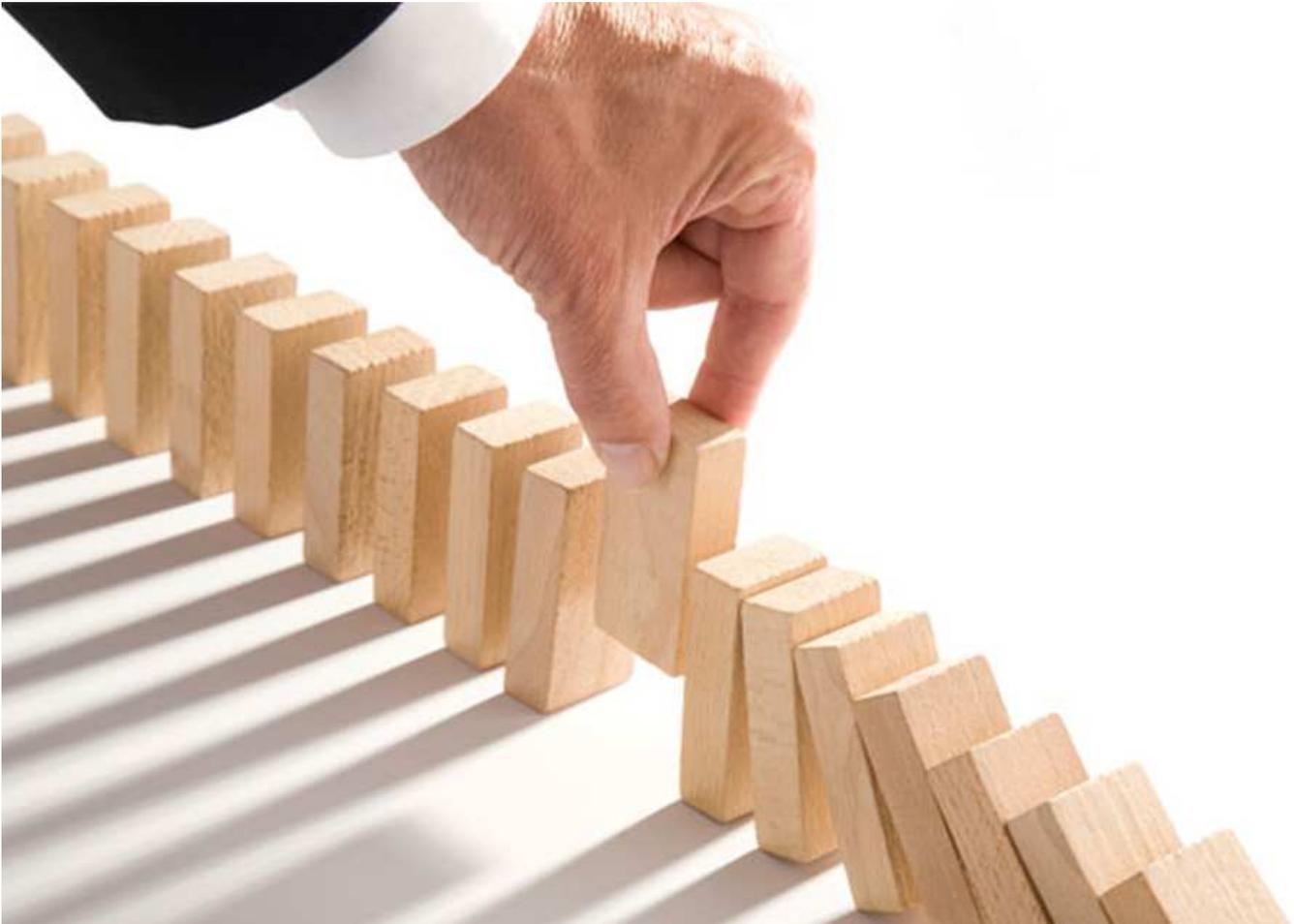


Yorkshire Regional Event – 3rd May 2012: Redundancy Rights & Managing Change



Often stated as a cliché, the only constant in life is change! However, how can we prepare for change and make the best decisions?

This event began with an icebreaker looking at what we wanted to be when we were younger, but then what changed those ideas and aspirations. Responses from the group ranged from archaeologist to teacher, and these aspirations were often shaped by those seen to be good role models.

A training session about rights during redundancy followed. This was based on Instructus Chief Operating Officer, James Turner's, latest article in Manager magazine. He outlined a number of steps employers should go through if the company was downsizing, merging or closing. This was particularly pertinent to the group, many of whom had either been made redundant or were currently experiencing a consultation process. His helpful tips concentrated on statutory redundancy payments, as well as when to challenge and seek advice during redundancy.

After a coffee break, the next training session looked at seven steps for managing change more effectively. The group was asked to reflect and share how they felt when faced with change at work, and the responses ranged from angry, emotional, distraught and challenged, to excited and being ready to embrace new opportunities. James commented this potentially makes us feel stressed, but controversially questioned whether stress really exists or whether it is just our reaction to 'fear of the unknown'. He then referred to a really useful article by Dr Robert Maurer, published ten years ago, about the phenomenon.

The session then concluded with ways to manage change. Based on Mark Harrison's seven steps to managing change, James outlined that we need to establish our own values, think creatively, be innovative, 'think outside the box', be optimistic, be fit for business and know that when change happens it almost certainly brings new opportunities.

The event concluded with some networking and an update on Institute news from Head of Membership Services, Rachel Davey. Event feedback included:

- ◆ 'Very informative and relevant, well delivered and good location...I look forward to the next event'
- ◆ 'The event covered the topics that were very relevant overall'
- ◆ 'It was well organised and had a friendly and warm approach'.