Change, Research-Based Soft Skills Learning
Develop your personnels ability to navigate change

Course Specifications

Course Number: AOB76—009_rev1.0
Course Length: 4h 25min

What does change require from your personnel

The working life is constantly evolving, and success requires continuous learning, collaboration, and adaptability. The pace of change is rapid, demanding flexibility and a willingness to develop new skills. Technical expertise alone is not enough; it is essential to work well with others, acquire new skills, and adjust to changing circumstances.

Learning, collaboration, and adaptability form the foundation for how individuals and organizations can thrive in a dynamic work environment. By developing these skills, workplaces not only navigate change but also seize the opportunities it brings.

Our tutorial package approaches change through these three key competencies. The Change Tutorial Package is designed for scalable development of change readiness. Explore our cost-effective solution below!

How to develop your personnels' adaptability to change

Adapting to change requires both managers and specialists to learn new skills, collaborate effectively, and adjust to the evolving work environment.

Increasing adaptability to change starts from developing the ability to learn. The modern workplace demands a growth mindset and continuous learning. Seeing challenges as learning opportunities rather than obstacles encourages innovation and reduces the fear of failure. After that, it's time to develop managers' ability to lead learning — supervisors and leaders will better recognize their significant role as promoters of learning. At the same time, workforce must take ownership of their own development—identifying strengths, recognizing areas for improvement, and actively seeking new knowledge and skills. When employees take an active role in learning and organizations support this process, continuous learning becomes a natural part of daily work, helping employees meet the demands of an ever-evolving work environment.

Second development area is collaboration, as change rarely happens in isolation. Open and constructive change dialogue is crucial for shared understanding and effective adaptation. By discussing the background of changes, sharing thoughts and emotions, and finding solutions together, teams can navigate transitions more effectively. Reflection plays a key role in this. While personal reflection is valuable, the best insights emerge through discussions with colleagues, where diverse perspectives enhance understanding and improve decision-making. Constructive discussions help address resistance to change, which can often be a sign of commitment and potentially highlights previously unnoticed issues. When resistance is approached positively, it leads to valuable conversations and better solutions. When

changes are tackled together, they are more likely to be seen as opportunities for both personal and organizational growth.

Third development area is adaptability. The way employees perceive change determines whether they see it as a new beginning or a setback. Feelings of uncertainty and resistance are natural, but developing adaptability helps individuals respond constructively. Developing resilience is essential as change often brings stress and pressure. Two main challenges arise from change: tolerating uncertainty and adopting new ways of working. Accepting uncertainty helps employees focus on what truly matters, while embracing new approaches requires patience and an open mind. Managing change is not just about external adjustments but also about regulating one's thoughts and emotions. Every change presents an opportunity to grow and improve one's ability to adapt.

Why invest in adaptability?

Adaptability is a critical factor in competitiveness and sustainable growth. An adaptable organization can respond flexibly to market shifts, technological advancements, and environmental changes, enabling agile decision-making and the ability to capitalize on new opportunities. Given the rapid pace of change in recent years, this trend is unlikely to slow down.

Supporting employees in developing adaptability helps them approach change with an open mindset while maintaining productivity, even in uncertain situations. This reduces resistance to change, increases job satisfaction, and boosts overall work performance.

Investing in adaptability strengthens employees' resilience and mental well-being, which is essential for both individual and team success. Clear communication, inclusive decision-making, and a culture of continuous learning foster a psychologically safe work environment where changes are seen not as threats, but as opportunities for growth. When adaptability becomes a core part of an organization's culture, it enhances innovation, improves customer experience, and ensures long-term success.

Change Tutorial Package builds genuine adaptability to change

The Change Tutorial Package helps participants understand how their actions influence change and success at work. The tutorials provide practical tools and insights that support adaptability, resilience, and a positive approach to the challenges and opportunities of the modern work environment.

Using researched knowledge, microlearning, and reflection, we ensure impactful adaptivity to change:

Research-Based Content: Rest assured, the training is impactful because it is grounded in research.

Microlearning: The content is designed to fit into even the busiest schedules.

Reflection: Reflection ensures the learning translates into practice. Through self-reflection and shared reflection, employees explore what emotions the training evokes, what the skills mean to them, where they could be used, and how to successfully apply these skills in their work.

This is how real adaptability to change is build – your personnel will be ready to face future and it's challenges with resilience.

Facilitation Tutorial package includes the following tutorials

Cope Better with Change – Developing Resilience, Smart-Tutorial (1h)
This tutorial guides you to research and develop your own pressure tolerance. Good pressure resistance is based on three components that you will learn more about. Would you like to find your own strengths and weaknesses and start developing your own personal plan? Jump in!

Growth Mindset, Smart-Tutorial (1h)
Top performance, good decisions and new perspectives all begin with our ability to see things in a new light. This tutorial focuses on developing your mindset. Develop a new way of approaching learning, and create a positive perception of your own abilities. Be constructive about mistakes and failures, and develop a healthy attitude towards perfectionism. You will notice changes instantly!

Managing Competencies and Learning, Smart-Tutorial (2h)
Through this course, you'll unlock the doorway to the future of learning and master the art of effectively managing knowledge within your everyday work environment. The course encompasses competency management, fostering individual and team learning, as well as incorporating feedback and reflection methodologies. Join us to elevate your prowess as a leader in knowledge and learning management!

Change – A New Beginning or a Bitter Loss?, Quick-Tutorial (3 min)
Things, roles, actions, and tools change, but so does something inside us. This video examines how an external change affects our inner psychological processes. With the video, you'll learn to understand natural thoughts and emotions during change. You'll become better prepared to face changes in a humane, compassionate, and pleasant way.

Change Dialogue – How to Talk About Change?, Quick-Tutorial (3 min)
Have you ever felt lost in the midst of organizational shifts? You're not alone! We often talk about changes on a very general level. We may not understand what is actually changing, how, or why. This video gives you practical tips on how to discuss and communicate about changes. No matter whether you are the messenger or on the receiving end.

Why Change Resistance is a Good Thing?, Quick-Tutorial (4 min)
Do you remember a change which felt extremely hard? Perhaps you even tried to resist it? These emotions and actions are completely normal. When we express concerns and thoughts in a respectful manner, we may be able to guide the change into a better direction. Watch the video and learn how to change a challenge into a possibility!

Everything is Changing – How to Adapt?, Quick-Tutorial (3 min)
Everything really does change constantly. The essential question is whether you simply survive the change or are you able to flourish because of it? This video discusses adaptability and how it is a skill which anyone of us can develop. It will help you face a change and succeed because of it!

Two Challenges with Change, Quick-Tutorial (3 min)
Changes are challenging! This video discusses the two common challenges we have with changes. By tackling these, you'll be able to face changes with grace and confidence. Watch the short video and learn how to take on changes in a humane, efficient, and successful manner!

Five Tips for Managing Changes, Quick-Tutorial (3 min)
Managers have a crucial role in how a change succeeds. It takes a lot to lead changes, but you can start with small steps. This video teaches you five practical and essential tips on how to manage changes. Check out the video and improve your skills in change leadership!

Working under Pressure, Quick-Tutorial (6 min)
This short video explains the main aspects of working under pressure and guides you to improve your resilience. Did you know that how you work under pressure depends on your positivity, efficiency and flexibility. You can improve each of these areas!

Managing Your Own Competence and Learning, Quick-Tutorial (7 min)
Welcome to the world of managing your own knowledge, learning, and expertise! In this video, we delve into how to succeed in today's evolving work environment. You'll grasp the significance of continuous learning, comprehend your role in developing your own knowledge, and realize the power of collaboration in enhancing your skills. Seize the opportunity to learn, grow, and thrive together with others!

Reflective Work Practices – Alone and Together, Quick-Tutorial (5 min)
How often do you make time for reflection at work? It's more important than ever! In our latest video, we explore why reflective practices—both individually and as a team—are crucial for growth and success. Learn how to strengthen your self-awareness and team spirit with practical tips you can apply today!

Essential Skills in a Complex World, Quick-Tutorial (5 min)
Today's work environment is intricate and unpredictable. With this video, you'll acquire the essential skills to adapt to workplace changes. Dive into the four meta-skills, taking your first stride towards improved teamwork and success in this complex world. Click on the video to discover how to tackle intricate situations, embrace diverse viewpoints, and fortify workplace collaborations

Three Aspects of Knowledge Work – Formal, Informal, and Reflective, Quick-Tutorial (5 min)
AI is transforming the way we work, and knowledge workers need a new blend of skills to stay ahead. Our new video dives into the essential hard, soft, and reflective skills that will set you up for success. Curious about how these fit into your role? Check out the video and future-proof your career