

Skills for Change

Imaginarium worked with Bedfordshire County Council from 2003 until the Unitisation in 2009. To help staff transition, we were asked to run some workshops on coping with the change.

Title of Activity: *Engaging in Change*

A survey was carried out by the council:

Survey Group: In early February 2009, groups of delegates who attended Skills for Change workshops from July – Nov 2008 were surveyed.

Session Aim: This workshop will help you to understand the context and implications of change, prepare yourself for your own reactions and resistance to change and find ways of feeling more positive about change.

Feedback from Delegates

1. In what ways did the information/knowledge/skills gained during the workshop support you during this time of transition?

- It helped me to focus on only the things that I could influence and not to dwell on the bigger issues that I could not change. I also passed the knowledge onto others in the office who are worried about the changes happening.
- Made me think how the changes will affect me and how I could address them
- Gave you ideas on how to cope with the changes ahead. It was good to hear that other people have the same anxieties about the future and that you are not the only person feeling concerned.
- During this period of uncertainty, it has helped me remain focussed on the job I am currently doing as well as preparing me for the future.

2. How has this workshop benefited your ability to improve the delivery of your service within the organisation?

- It has helped me to focus on work rather than sit and fret about the changes happening to me so I have met tight deadlines for work related to unitary without stressing too much about 'why should I do this when I may not even have a job'
- Not sure, it is business as usual

- Made you realise that however worried or concerned you were, the work must still be completed to the same standards
- I think my ability has remained the same due to my workload.

3. Please add any further comments that you would like to make.

- This was the best of the courses I have attended on the Skills for Change Programme. It has helped me and I often refer to the booklet for advice.
- Good presenter
- Very good course that kept you engaged with the presenter. Very well presented.