Embracing Change in the Workplace Meeting Kit



Many people have been in the same line of work for many years, and have seen a lot of changes. With ever improving technologies and accessibility of information through the internet, mankind is moving at incredible speeds. Whether it is the use of computers, improved technologies, law changes, schedule changes, shifts in business, and even the use of robots- there have been drastic changes in the majority of workplaces over the last few decades.

Change can be good or bad depending on what the changes are. How one reacts and deals with change is the key.

Risk of Change

1st Question. What happens when business does not change?

Companies who are stuck in their ways or who are unbending in the way they approach the business are opting for a stale working environment.

This environment doesn't have the capacity to adapt to new possibilities including creative ideas …ideas that may lead to an overall improved operation or maybe a totally fresh new product or service.

That said, while change may be difficult, it can be beneficial to both the company and the employees.

2nd Question

Why is it important to adopt to change in the workplace?

Change in the workplace can make us uncomfortable as we step out of what we normally do and attempt new ways of working. Adapting to change in the workplace is often difficult because it's too easy to stay accustomed to our habits.

Those companies that don't change can stagnate and not develop. Having the ability to face these new challenges head-on will not only develop the company as a whole but also those who work within it.

Embrace and Effect Change in the Workplace

Change in the workplace tend to cause alarm for employees. It’s a manager’s job to ensure employees are informed as much as possible, leaving no room for confusion or muddy waters. When everyone feels like they are on the same page, and understands the reason behind a change, it’s much easier for employees to embrace change in the workplace.

Anyone working in business knows that changes are inevitable, and they can occur at a breathtaking rate. For instance, technology that did not exist just five years ago has become commonplace now. As the world around us continues to evolve, businesses and processes must also adjust along with them.

Learning how to push for positive change within the workplace is an important skill for leaders who want to remain at the forefront of their industry. **Here is what you should know about embracing change in the workplace.**

1. **Understand the situation**

When you hear about a new impending change, gather as much information as you can about how it will affect you and the other employees. Discuss with organizational leaders an effective way to implement the change and how to get other members of the organization on board. Make sure you fully understand why this step is important to help keep you motivated throughout implementation and help you broach the topic with others who might be less sure about the change in the organization.

2. **Stay positive and keep an open mind**

Change can sometimes be challenging for people, particularly those who felt as though the old systems worked fine. Therefore, focusing on the benefits and potential positive outcomes can help you embrace the changes and continue to push towards the new opportunities.

3. **Think long-term**

Although it can be hard to see the benefits of a particular change in the moment, when you think about the problem long-term, the benefits become more clear. As adopting a new system may cause struggles and growing pains in the present, remember the benefits that you know are coming once the change has been fully adopted.

4. **Remain focused**

Even as you embrace new changes in the workplace, you need to stay focused on your job responsibilities. Although it may be distracting, do not allow it to negatively impact your work performance. Allowing yourself to lose focus on your work will only add to your stress, which in turn will make it harder to adapt to the change and feel comfortable in the new system.

5. **Be flexible**

When it comes to accepting changes, adaptability is key. Now that change is coming to your workplace, you have the chance to influence the changes and even become a go-to person on your team as others struggle with the implementation.

Therefore, this can be your opportunity to shine and build your reputation within your organization.

BENEFITS OF AN OPEN MIND

And there are numerous benefits of having an open mind throughout periods of change!

The positive aspects of change for employees:

- If you let it, change can expand your opportunities by leaps and bounds. Change can provide you with the opportunity to increase your skillset and develop both professionally and personally.
- Now, more than ever, companies are requiring more out of their employees. This can sometimes blur the lines between work-life and personal-life. To combat this, many employers are adapting by giving their employees the flexibility necessary to uphold their work-life apart from their personal-life, such as flexible work hours or the opportunity to work remotely. Figure out what works best for you!
- We've said it before and we will say it again: change is inevitable. Having an open mind can help you adapt quickly to any changing scenario with more grace.

FINAL WORD

We cannot fight or slowdown change. All too often news stories are published about major businesses closing their doors for good such as Sears recently announced they may be doing. Companies must embrace change to continue operations and their employees must not only accept change, but think of how they can add value to the change on an individual level to continue to thrive themselves.