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Change Fitness

Brought to you by,
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Change Fitness

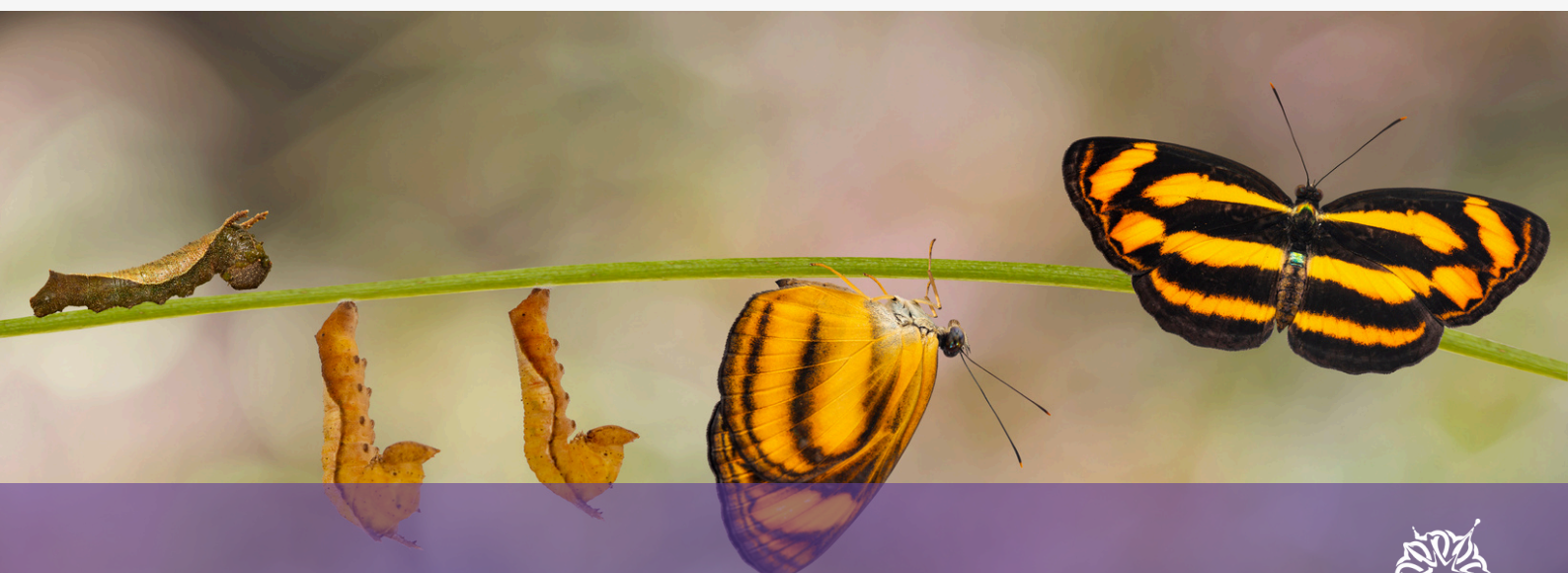
The one thing all humans have in common, regardless of our differences, is change. None of us can escape it.

Yet, whenever change is discussed in business, the conversation inevitably turns to topics like change resistance and fatigue.

One reason is that we don't fully understand the differences in how we experience change, transition and transformation processes. Transitions are messy. And while we like to use the analogy of caterpillars becoming butterflies, humans are never in a single cocoon at any given moment. Our lives are entangled, and so are our transitions.

Every planned and unplanned change in corporate unfolds in the context of multiple overlapping individual and collective transition and transformation processes. This explains why so many people are unable to absorb more change.

Our journey provides participants with new frameworks and skills to navigate transitions, and transformative experiences and shift their relationship with change. A shift from change management to change fitness.



OUR JOURNEYS ARE CUSTOMISED TO YOUR NEEDS

Topics we have included in the past ...

- **Change, Transition & Transformation**
 - Understanding the differences between change, transition and transformation and how to move through these with more agency.
 - Connecting with resources for creating more ease in uncertainty and transition.
- **Waysfinding**
 - A framework and approach for creating and seeing options in the messiness of uncertainty and complexity.
 - Skills to find your way through uncertainty.
- **Navigating the Messy Middle**
 - Manage yourself during the chaos and uncertainty of transitions.
 - Learn to connect to resources for raising self and system esteem.
 - Learn how to connect other people to their resources and agency.
- **Identity transitions**
 - Learn a model and a process for change based on the work of Virginia Satir.
 - Understand how the different parts of self might experience change and transition challenges differently.
 - Accept and integrate all parts of ourselves and practice greater congruence.
- **Mind traps that get us stuck in uncertainty.**
 - Based on the work of Jennifer Garvey-Berger, we explore how our nervous system's responses to uncertainty can get us stuck.
 - We also learn the keys to unlocking the traps to become more resilient in times of uncertainty.



Outcomes & benefits

Our learning journeys are designed to deliver the following benefits.

- **More effective role transitions**
 - Settling into new roles can be challenging and harm productivity. Our program empowers you with skills to navigate these transitions more effectively, boosting confidence and esteem.
- **Enabling better collaboration in times of uncertainty**
 - Collaboration becomes more difficult inside and between teams when things are volatile and uncertain. We teach skills and tools that enable collective wayfinding.
- **Adaptability and responsiveness**
 - Change is not slowing down; technological innovation means it is speeding up. We teach skills to adapt and respond to change agilely, shifting from resistance to flow.
- **Improved relationship with change - sense of agency**
 - Continuous transitioning means we need to reinvent ourselves continuously. We provide skills and tools to ensure every individual is better resourced to navigate the unpredictable waters of modern-day work and life now and in the future. This means less stress, more energy and improved productivity.
- **Accept new ideas, technology, and ways of working more easily.**
 - When we are courageous, open, and creative, we stop resisting the new and flow with the emergence of new ideas. Having a wayfinding workforce dramatically improves innovation, agility and overall engagement.
- **Change-resilient and change-fit workforces reduce the need for change management.**



About Joanne



Joanne is the director, head coach and trainer at [Faethm](#), which she founded in 2021.

She has over 15 years of experience working with teams and organisations as a leader, change agent, coach and team member. As a facilitator and creator of interactive learning experiences, she takes a pragmatic, human-centered approach focused on creating spaces where people can easily contribute and learn.



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Joanne Perold

Director, Founder, Coach

About Sonja



Sonja is the director and founder of More Beyond. She has been working in the field of applied complexity for over 20 years, consulting internationally.

Sonja is the creator of the Waysfinder framework and is a sought after teacher and speaker.

She is well-versed in multiple coaching and facilitation modalities and specialises in creating transformative learning experiences that shift people's way of making sense of the world.



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Sonja Blignaut
Founder, Wayfinder
