

# The Importance of Change Readiness in the Total Change Process



Join Dr Steve Barlow as he shares his insights into change readiness, its role in helping organisations become more adaptable and innovative and its importance as a key element in successful organisational change.

Change readiness is the ability to continuously initiate and respond to change in ways that create advantage, minimise risk and sustain performance.

Being adaptable to change involves much more than wanting to change or having the awareness that change is needed.

Change readiness is a complex state that requires:

- particular psychological resources
- certain types of narrative.

Change readiness is one of the six major components for successfully leading

change and in this presentation Steve will cover:

- understanding change
- what is change readiness
- the difference between readiness and preparation
- how to work with readiness.

After this session participants will have a better understanding of why change readiness is a key element in successful change, change and what it demands of people and how to work with change readiness in their organisation.

## THE SPEAKER

Dr Steve Barlow is a change management consultant and organisational trainer, specialising in the area of change readiness. Change readiness has important implications for how organisations handle change and innovation. Steve holds a PhD in change readiness and is the co-author of a recently-published book *People Get Ready: Change Readiness in Organizations*. His company, Redequip, has specialist tools to identify and measure change readiness, provides training to develop readiness, and helps organisations utilise the readiness of their people to achieve successful and cost-effective change outcomes.

### BOOKING DETAILS

**Date**  
Thursday 9 February 2012

**Time**  
Registration 5.45pm  
for 6.00 to 7.30pm

**Venue**  
AIM Gold Coast, First Floor,  
Eastside, 232 Robina Town  
Centre Drive, Robina

**AIM Member** **Free**  
**Non member** **\$33.00**

**RSVP**  
Wednesday 8 February 2012

Fax (07) 3832 2497, phone 1300 882 895 or book online at [www.aimevents.com.au](http://www.aimevents.com.au)

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Gold Coast – Thursday 9 February 2012

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