



your work life

HOW TO HANDLE MAJOR CHANGE IN THE WORKPLACE

This guide shows you how to handle major change in your workplace in a systematic, comprehensive, and realistic way. It is based on the philosophy that change in the workplace presents opportunities as well as threats and that you can shape your future even when things seem to be beyond your control.

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Disclaimer

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CHANGE IS EVERYWHERE

The world is changing at a faster rate than at any other time in human history. Thanks to major forces like globalisation, climate change, financial uncertainty, high currency exchange rates and technological innovations our lives are now punctuated by announcements from government and business that have a profound impact on the way we conduct our affairs.

Moreover there is no suggestion that this galloping rate of change will slow. Indeed the promise from research into areas like bio-technology, information transfer and nanotechnology, for example is that things will move at an ever quickening rate creating more and more uncertainty for people about their place in the world.

All of us see evidence of change and its impacts in our home, our local community and in our workplaces: the local store closes because the owner can no longer compete with big supermarket chains that source many of their products from overseas; our evenings are interrupted regularly by phone calls from people located overseas promoting the products and services of Australian banks and communications companies; and our own employer introduces a new computer system accompanied by streamlined work practices, a training program and the loss of a couple of jobs.

More often change produces both winners and losers. The restructuring of a business can mean the introduction of new products, modern equipment and higher paying jobs but this good news may be accompanied by a downside with plant closures and job losses. Sadly there are times when it seems that those most affected by change are also the ones who are least able to cope with the impact it will have on their lives.

Given the relentless pace of change and its potential impact in the workplace, all employees, regardless of their seniority and status within their organisation must develop their own personal strategies and capacities for handling change.

ABOUT THIS GUIDE

This guide shows you how to handle major change in your workplace in a systematic, comprehensive and realistic way. It is based on the philosophy that change in the workplace presents opportunities as well as threats and that you can have an impact on your future even when things seem to be beyond your control.