

Course Outline

Resilience & Change-Ready Organizations

Facilitated by Norman Grant

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Overview

This interactive workshop focuses on how organizations and individuals respond when unexpected disruption occurs. Rather than concentrating on the technical causes of change, the session explores the human dynamics, leadership signals, and communication practices that help teams remain steady, aligned, and effective during uncertainty.

Key Topics Covered

- Human responses to sudden change and uncertainty
- Common patterns that emerge during disruption
- What makes organizations more change-ready in practice
- The role of clarity, communication, and confidence
- Leadership signals that reduce confusion and stabilize teams
- Practical tools participants can apply immediately

Learning Approach

- Belize-relevant scenarios
- Small-group discussion and peer exchange
- Guided reflection and sense-making
- Practical tools rather than lectures

Who Should Attend

- Managers, supervisors, and team members
- Individuals involved in decision-making, coordination, or communication
- Anyone seeking to strengthen their ability to respond to change effectively

Participant Take-Back

- Greater confidence responding to disruption
- Practical ways to communicate during uncertainty
- Tools to help stabilize teams and reduce confusion
- Personal insights to apply in their own organization