

'Making Change Happen'

An interactive workshop for members of Women in Banking & Finance in Ireland

A good start to the year – a few hours out of our day jobs to reflect on how to take charge –of career and life – through a positive approach to change.

26 members and friends met at the Citigroup offices in Dublin's IFSC for a workshop led by Eimear Barry and Brenda Kennelly of LDC – Leadership Development and Coaching.

It was a set of exercises, started through group discussions considering the barriers we personally experience to planning and effecting change – or sometimes to even thinking about it! All sorts of factors were suggested, from inertia and comfort levels, to loyalty, lack of confidence, fear of upsetting our dependents, and simple shortage of time to work through the implications of such change. There was general agreement that shortage of time is one of the most insidious barriers to making personal change and that effective prioritisation – including learning to say 'no' – is a crucial skill we require to help us to develop.

A visualisation exercise allowed us to consider changes we might wish to introduce and, with Eimear and Brenda's help, each person was given the opportunity to complete a simple step-by-step action plan to achieve that change. Many people mentioned that the opportunity to complete such a planning template was not only very useful, but also made the task much more manageable.

In the final phase of the evening, Eimear and Brenda shared their key advice on *Making Change Happen*, based on their observations of people who have succeeded in effecting change. This advice is perhaps best summed up in the following slide, showing a few simple 'rules' of engaging in personal change.

MAKING IT WORK

- ❖ **Making the goal achievable – small steps**
- ❖ **Overcoming fear and unrealistic hopes**
- ❖ **Positive Thinking – affirmation, motivation & visualisation**
- ❖ **Resources & Skills**
- ❖ **Values – tolerations and boundaries**
- ❖ **Learning from past lessons in change**
- ❖ **Seeking support**
- ❖ **Using failure effectively**

 **LDC** Leadership, Development & Coaching

All in all a well worthwhile evening, and many thanks are due to our fellow members Brenda and Eimear and to our hosts in Citigroup.

Wednesday 25th January 2006