

AT A GLANCE:

B KEEPING THE FOCUS



WHAT'S THIS THEME ABOUT?

Life is changing at a dramatic pace. Changes in technology, communication, information and society have surpassed our imagination and as a result, have revolutionised the workplace. And while this is going on, everyone's expected to keep abreast of the changing times and function effectively. Every workday brings challenges that are likely to create complexities (at best) or at worst, chaos.

At times like this, it is understandable for teams and individuals to get distracted. When these external conditions begin to affect individuals and teams on a personal and professional level, we are faced with the serious challenge of keeping the team focused on the task at hand.

This theme is about helping your team acknowledge the change taking place and at the same time keep everyone focused on their goals.

Through our next four weekly conversations we ask the questions:

- What is changing in today's work environment?
- How do we cope with change as individuals and as part of the team?
- How do we keep the team focused and productive during expected and unexpected changes?

Keeping the Focus is specifically aimed at:

- **Informing** teams of the importance of focus in a changing environment
- **Investigating** the impact of change on us and our teams
- **Igniting** teams with new ideas on how to keep the team committed and productive
- **Implementing** new ways of keeping the team focused amidst future change

WHY IS THIS IMPORTANT?

"Times might be tough, your head and thoughts might be spinning, but I find it's physically impossible to do that spiral thing when your mind is focused on giving and creating opportunity."

- Daryn Kagan, Creator and host of darynkagan.com

One of the main challenges during major organisational change is building a workplace spirit where employees and teams feel secure. If you can achieve this, you can also retain overall productivity, sustain teamwork and promote creative problem solving. Whatever the impact of change is, on the individual or team, everyone will benefit from staying focused on what's best for the organisation. Ultimately, we can't lose sight of the end goal - our promise and our purpose.

IDEAL OUTCOMES

- Teams will be more ready for change
- Teams will be able to better assess the impact of change
- Teams will develop an understanding of the kind of change required in the near future
- Teams will be able to identify different approaches to maintain their focus during change
- Teams will build commitment to work together during the change process

AT A GLANCE