

# Change *Resilience*



## SITUATION

When Unilever approached Oakridge they explained that Unilever Europe IT were to undergo huge changes in the forthcoming year. Although

Unilever believed their people were both flexible and adaptable they understood that change does excite some people but that more often it can cause anxiety. They wanted to provide meaningful support for their people.

## OUR CONTRIBUTION

Unilever worked alongside Oakridge to develop a one day workshop that would focus on the individual and equip them to cope with the changes to be faced as effectively as possible. It was to be a personal workshop that was not designed to “sell” the changes but simply to offer each person a better understanding of their options when facing change. Oakridge drew on the skills and knowledge of its international team to design a one day workshop that would be universally valuable. The resulting workshop was rolled out to over 1,600 people in 17 countries.



## PROGRAMME DELIVERY

The workshops offered practical ideas on how to face change effectively. Action learning techniques were used to ensure delegates were fully involved in the process and that the theory was delivered in a fun, understandable way. A key element of the work involved helping delegates to understand more about the beliefs they held which could work both for and against them in times of change. Although the majority of the courses were delivered in English, each country had both a native and an English speaking trainer to ensure delegates could work in the language they felt comfortable in. France elected to have a native speaking trainer only. Oakridge sourced and trained all native speaking trainers and worked closely with them to ensure workshops fitted the culture of any group.

## RESULTS

*Although delegates at the beginning of each workshop often spoke of feeling unsure about the potential value of the workshop, at the end of the workshop they unanimously spoke of its value.*

*“This workshop has been very helpful to me. I came here today feeling very depressed and negative about my situation and have left feeling positive and with personal goals”.*

*“Great format and very worthwhile. It reflects well on the company for holding these”.*

## WHAT THE CLIENT SAID

Neal Chamberlain, an HR Director in Unilever IT said

***“Oakridge assessed the requirements professionally and worked with us to develop tailor-made workshops with just the right balance of the theoretical and the practical.”***

*achieving more together*