



# New Growth



## Change is a fact of life in business today

To adapt to disruptive economic and environmental challenges or respond to market changes; restructuring, relocating and downsizing may become necessary. While “future-proofing” in this way makes sense, the impact on employees can be devastating.

Leaving behind what is familiar to face an unknown and at times uncertain future can feel like being cut down to the core. Employees may have to say ‘goodbye’ to the things they are used to and love - their role, where they work, the people they work with and the manager they report to. When the company relocates, they may have to say goodbye to the place they live and have formed strong bonds. When it downsizes, they may have to say goodbye to a company that they have loved and served loyally. Saying goodbye hurts deeply.

The emotional impact of dramatic change can therefore be overwhelming. The ‘muddle’ in the hearts and minds of employees who are affected can cause psychological distress. This is normal and a natural response to significant change. But the shock, anger, frustration and depression can be paralyzing and make it difficult for them to shift their focus from what has happened to what they need to MAKE happen now. They need to refocus their energy to adapt to a new future. This is not an easy journey.

**New Growth** has been developed to assist employees on this journey, giving organisations a concrete way to demonstrate their care and support.

“ The secret of change is to focus all of your energy, not on fighting the old, but on building the new. ”  
Socrates



“When one door of happiness closes, another opens; but often we look so long at the closed door that we do not see the one which has been opened for us.” Helen Keller

Free To Grow adopts an inside-out approach to:

**Igniting purpose, passion and potential for growth in people, an approach that adds particular value in change contexts.**

**New Growth** focuses first on helping employees Stay Strong ('inside' – work on experiences of emotional disruption) and then enables them to Move On ('outside' – work on realigning focus towards future possibilities, productivity and wellness). This combination enables them to re-think, re-plan and re-envision their lives.

## Versions

There are three versions of **New Growth**:

1. **Version 1** is aimed at employees who are still employed and need to realign and refocus, thus adapting to the change.
2. **Version 2** is focused on equipping employees who have been laid off and need to consider alternatives for their road ahead.
3. **Version 3** offers a condensed version of the programme for organisations that are not able to provide an opportunity for the in-depth versions.

## Duration

Versions 1 and 2, 2 days. Version 3, 4 hours

## Delivery

The high emotional voltage of the topic, combined with the need for the facilitator to be able to provide emotional support, makes this programme ideally suited to face-to-face and not virtual facilitation.

## Group Size

A maximum of 16 people per group.

## Day 1 – STAY STRONG

### 1. Your life journey

- Accept life as a journey, explore where you currently are in this journey and how it impacts you
- **Doing a BRAVE diagnostic** – test the impact on your **Body, Relationships, Attitude, Value-add** at work and **Energy** levels

### 2. Fill up with OROS (so that you do not run on empty)

- **Ownership**: focus on what you can control instead of worrying about what you can't
- **Resilience**: use the 3 Ps to turn hopeless thinking into hopeful thinking
- **Optimism**: shift focus to the positives in your life – what you have left instead of what you have lost. Make gratitude a habit
- **Support**: know when to ask for help, whom to approach, what kind of help you require and how to ask for it

### 3. Shape a lifestyle that will increase your resilience

- Understand the impact of lifestyle on your ability to handle life's challenges
- Use the **STRONG** framework (**S**leep well, **T**rain well, **R**elax well, **O**rganise well – integrate self-care into your life, **N**ourish well, and **G**ive well) to create a plan to sustain yourself

## Day 2 – MOVE ON

### 1. Grow in self-awareness

- Understand the brain: the role of instinct, emotion, and logic in your responses to challenges and identify your 'default' advisor
- Become aware of and challenge distorted thinking habits that can impact your feelings and decisions

### 2. Be clear on personal purpose and personal values

- Use personal purpose as a magnet that pulls you forward despite the challenges
- Explore your personal values so you can use them as a compass to guide your decisions

### 3. Explore a new direction

1. Take a good look at your options and consider the future you want to create for yourself
2. Use **GROW** to devise a plan that will bring clarity and focus to the immediate future
  - **GOAL**: what is your goal? What would you like to have, do, and be?
  - **REALITY**: what are the current realities that you need to take into consideration?
  - **OBSTACLES & OPPORTUNITIES**: what are the obstacles that make your journey difficult?
  - **WILL & WAY**: how motivated are you for the next step of your journey? What are the steps you need to take – what do you need to do immediately and what do you have to attend to in the long-term?



“When the music changes, so must the dance.”  
African proverb



“We understand the negative impact of retrenchment not only on employees but the whole family and we were proud to be able to present New Growth to try and make the shift a little more bearable.

New Growth goes beyond the transfer of knowledge and skills regarding career restructuring and a new start in life, to address the underlying perceptions and attitudes that impact on the reality of a change situation.”

*Coral Wheelock*

At the time, Training Superintendent, De Beers  
Kimberley Mines



“The training was extremely useful. We’d also like to thank Free To Grow for your professional consultancy contribution to the BINUB change process. Your reports and recommendations are highly appreciated.”

*Terbish Tsendsuren*

United Nations Burundi



“New Growth is an excellent programme. It really added much value to the lives of those who attended.”

*Shirley Keun*

HR Manager, Sandown Motors



“The New Growth workshops have been tremendously successful in assisting our personnel in working through the change period and have equipped them with the tools to move forward into a new phase, confidently. Where the employees were fearful, apprehensive and despondent, they emerged from the workshops with a more positive outlook, keen to take on new opportunities. Free To Grow has been pivotal in helping our employees work through and cope in a difficult period.”

*Shaun Onverwacht*

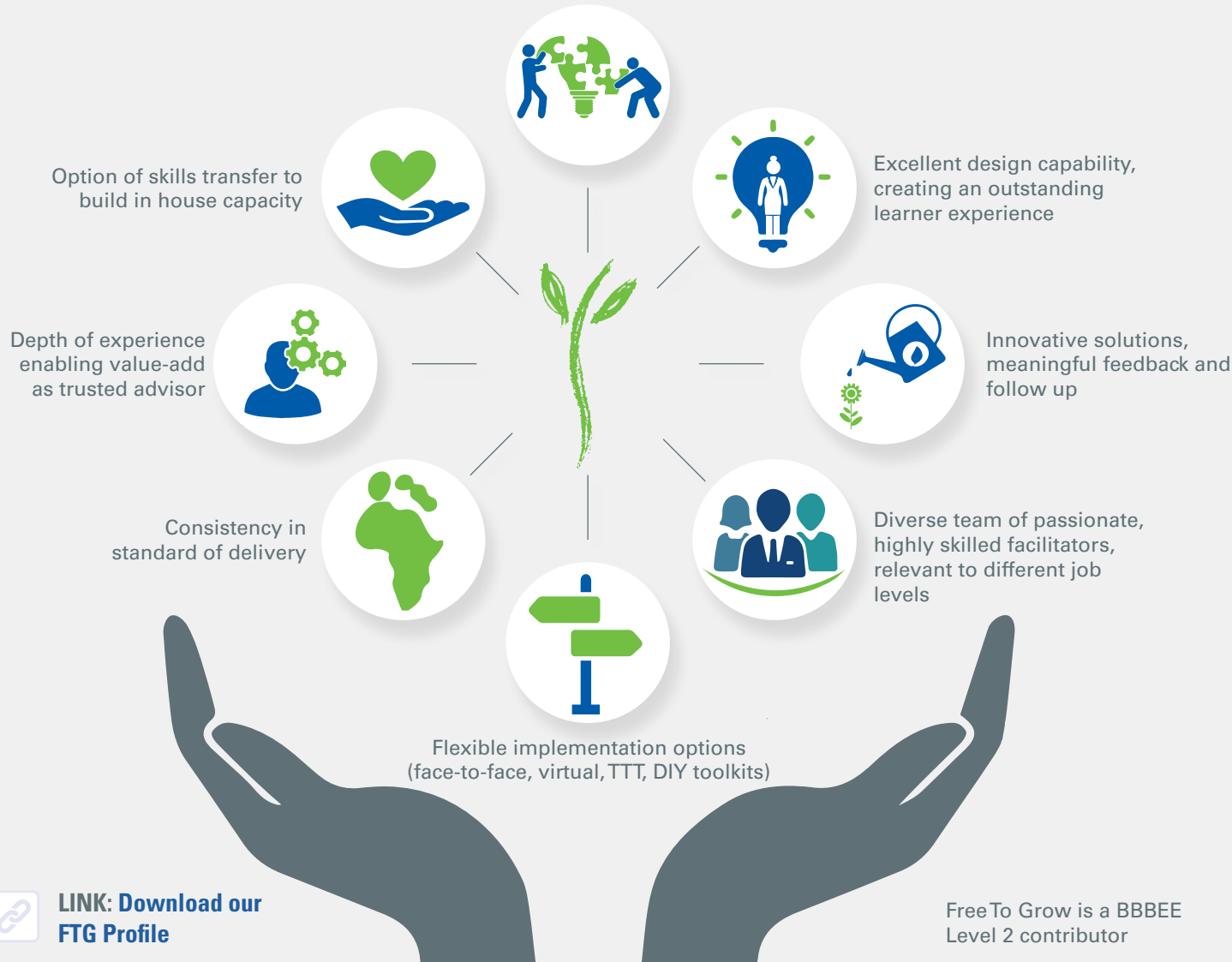
Change Programme Coordinator, TechINK

*Boosting employee wellbeing, growth and engagement*

# 30 YEARS 36 COUNTRIES 1 508 ORGANISATIONS 150 316 PEOPLE

## Our differentiators

Co-created solutions, customised to fit your needs and context



LINK: Download our FTG Profile

Free To Grow is a BBBEE Level 2 contributor

## Some of our clients

