

# B - Transformed Champions of Change; Health and Wellness Transformation

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## Overview

Provide learners with the knowledge, skills and behaviours to be able to assist their colleagues and the organisation to embrace health and wellness transformation.

## Course Content

- Models of transformation
- How to manage transformational
- Why people resist transformation
- Coping with transformation
- Using resources to achieve transformation

## Outcomes

At the end of the workshop learners will be able to:

- Explain the different change models
- Understand the concept "change management"
- De conceptualise and explain the concept "Paradigm shift"
- Introduce and manage change initiatives
- Understand and explain the roles and responsibilities of a change agent
- Deal with resistance to change

## Target Market

To provide the delegates with the know how to act as health and wellness transformation agents to assist fellow employees and management to alter health and wellness behaviour in the workplace.

Target market

Champions of wellness who have completed the "Living Positively" training course.

## Format

Interactive Workshop

## Duration

3 days

Paterson Grade	AECI Group Job Families					Duration	Entry requirement
	Support	Sales	Manufacturing	Engineering	Research		
E Level	X	x	x	x	X	3 days	NQF 4

## **IMPORTANT – COMPETENCY CERTIFICATION**

All training modules provided by Positively Alive are outcomes based and as such a certificate of competency is only achieved once the delegate has successfully implemented, complete and submitted a portfolio of evidence against the required outcomes of the unit standards.

## **Training Module Contents:**

### **Chapter 1: Models of Transformation**

#### **Objectives**

To provide the delegate with an understanding of different transformational, (change) modules. To give an overview of the theories and practices that can be used to promote transformation. To enable the delegate to be equipped as health and wellness transformation agents in the workplace.

#### **Outcomes**

- Understand different transformation modules
- Have an understanding of the theories and practices that promote and encourage transformation.
- To apply transformational theories and practices in respect of employee health and wellness to bring about desired change both in their lives and the lives of their colleagues.

### **Chapter 2: How to Manage Transformation**

#### **Objectives**

To provide skills and an understanding of the dynamics and psychology needed by the employee wellness champion to manage transformation effectively to improve the health and wellness of all employees in the organisation.

#### **Outcomes**

- Understand the concept “change management”
- Have a clear understanding of the strategies that ensure effective and positive transformation.
- How to affectively encourage and manage the requirements and promote an environment that sustains the transformation.

### **Chapter 3: Paradigm Shift**

#### **Objectives**

To provide skills and an understanding of the dynamics and psychology needed by the employee wellness champion to manage transformation effectively to improve the health and wellness of all employees in the organisation.

#### **Outcomes**

- Understand the concept “change management”
- Have a clear understanding of the strategies that ensure effective and positive transformation.
- How to affectively encourage and manage the requirements and promote an environment that sustains the transformation.

## **Chapter 4: Coping with Resistance to Transformation**

### **Objectives**

To provide the delegate, with an understanding of the reasons why people resist transformation, while empowering them with the skills to overcome resistance to change.

### **Outcomes**

- The delegates will have an understanding of why people resist transformation.
- Provide delegates with skills to overcome resistance to transformation and change.

## **Chapter 5: Becoming an Effective Health and Wellness**

### **Transformation Agent**

#### **Objectives**

How to become an effective health and wellness transformation agent responsible for bringing about change both in their own lives and the lives of their colleagues.

#### **Outcomes**

- At the end of this module you will be able to list the characteristics of a change agent and explain the roles and responsibilities of successful change agents.

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