

Situational Awareness

OLC Course Recommendations

Competency Definition

Recognizes that the environment is both complex and constantly changing; maintains engagement with team and environment while performing individual duties.

OLC Component Titles

Communication During Organizational Change

COURSE TSA-PD-COMMORGCHANGE-SKSFT

Description: Change can be shocking to you and your coworkers. By definition, it is a time of uncertainty and, therefore, turbulence, and it puts relationships under strain. How successfully you communicate is a vital measure of how well you deal with change. -Communicating during Organizational Change- starts by recognizing that the first factor in successful communication is how you feel inside. The unfamiliar tends to generate stress, and when you are stressed you do not communicate well. This course addresses this problem proactively. It also equips you with the communication strategies needed to enable you to be a positive influence in the workplace. Finally, you will learn to communicate successfully when faced with unfamiliar patterns of work and interaction. **Duration=3.5**

Preparing for Change

COURSE TSA-PD-PREP4CHANGE-SKSFT

Description: When the organization you work for changes, and demands that you change along with it, wariness and uncertainty are natural. Change signals the end of the tried, trusted, and familiar. But change is also a new beginning--a springboard into a new and potentially exciting personal future. -Being Prepared for Change- focuses on the mental attitudes and behaviors you need to develop in order to take advantage of the opportunities for personal growth that can accompany organizational change. You gain insights into how to learn, and when to learn. You acquire the skills and strategies you need to manage your own change effectively. The course also shows you how to focus on the future in ways that will encourage successful personal outcomes from the change process. **Duration=3.5**

Views on Organizational Change

COURSE TSA-PD-PERSPORGCHNG-SKSFT

Description: The way that you respond to your new job role, new responsibilities, or fresh procedures is unique to you. The way that you react to change is intensely personal. But, to a large extent, organizations change in predictable ways and for predictable reasons. Similarly, the ways in which people respond to change tend to follow predictable patterns. Being able to see yourself as part of this larger picture is a big help when you set out on a journey of change. -Perspectives on Organizational Change- gives you an insight into the basic principles that drive change. You also gain an understanding of the factors that impact on the readiness and ability of people to change. The course also shows you how to deal with the fear that may be generated in a situation where change is just around the corner. **Duration=3.0**