



The Challenge of Change

Neuroscience in Action • Empowering Performance

Providing your team with the skills they need to build resilience

How the Challenge of Change Online can help your employees

Working from home for the first time is a challenge in itself, working from home in the midst of a global pandemic is unprecedented. But when this passes, which it will, the need for resilience remains paramount.

The Challenge of Change Online training will equip your employees with the tools to become resilient and respond to any pressure with the presence of mind that true resilience provides.

Resilient people don't transform pressure into stress, and helping your employees develop resilience means that they'll be able to deal with issues without catastrophising them. Your company and your customers will benefit directly from their enhanced efficiency and coping skills.

Since the training began an estimated 55,000 individuals have been trained. For the first time, the Challenge of Change is available Online for individuals to experience the benefits of resilience and learn at their own pace.

This document aims to back up our claims, and hope that you will decide to offer this resilience training to your employees. Thanks for reading!

The Challenge of Change Online at a glance

Course Content

- Introductory video, followed by three easily-understood video modules.
- The Challenge of Change Profile – an extensively validated set of psychometric scales, the results of which remain confidential to the participant.
- Self-assessment exercises.

Supporting Materials

- Downloadable mindfulness exercises.
- In-depth information on individual Profile scores.

Follow Up

- Access to the Challenge of Change Refresher video course, a follow-up 90 days later.

The course is available for the individual to view as many times as they wish during a 30-day period.

Participant feedback

“This is the best training course I have been on. It provides me with the tools to tame the teeth of stress and improve my life in and out of work. No other training course has been that powerful.”

“The content was seamlessly presented and easy to follow. Access to all the companion documents is invaluable and helped make the content that much more relevant to me.”

“Completely different approach to other presentations I have attended on ‘stress’ and made far more sense.”

“Very clear knowledge-base but presented in a very easily understood style. Clearly backed by science.”

“Overall the biggest advantage has been that I am more effective. I can better manage stressful situations in both my work and home life. I’m able to recognise the triggers that lead to rumination. I can weigh things up and make the right decisions.”

Robert Passmore
World Wide Chief Engineer,
Cummins Inc

“The Challenge of Change course has had a deep and lasting effect on myself both at work and at home. Before attending I knew that I needed to improve my ability to cope with the demands of my job and my life, and the effect these had on me, I just didn’t know how to do this!”

Phil Marsland
Head of HR,
Portakabin Group

“The fact that The Challenge of Change is backed by research was important in gaining acceptance amongst our engineering staff who were interested in the research and like things to be substantiated. We also found the individual assessments to be not only accurate but empowering, giving people real opportunities for improvement.”

Garth Dibley
Markets & Production Director,
Meridian Energy

The Foundation

Introducing Dr Derek Roger

Derek's background is in psychology and neuroscience. The Challenge of Change Training was developed from the research programme on stress and resilience that Derek initiated at the University of York in the 1980s, where he established a world-renowned Stress Management Unit. Following a visit to New Zealand as guest professor, Derek subsequently spent 12 years attached to the University of Canterbury there before returning to the UK in 2015.



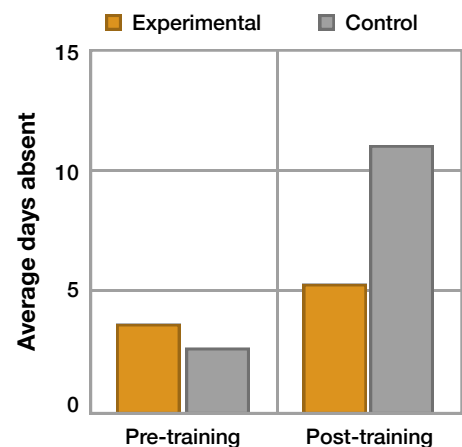
The Research

Challenge of Change Training is based on an unusually strong evidence base. Derek's research has been published in over 100 papers and books, and the results have been presented at innumerable keynote conference talks.

In addition to the fundamental research there have been several controlled-trial case studies evaluating the effectiveness of the Challenge of Change. These have shown clear benefits from the training, including significant reductions in sickness absence in developing resilience, including significant reductions in sickness-absence.

A Snapshot Case Study

Secondary absenteeism rates were available on a week-by-week basis for all participants, and the trial period covered the 11 months following the training for each group. The results showed that the average absenteeism figure for participants in the experimental group which received the Challenge of Change programme was 5.39 days over the 11-month period, while the average for the control group that received the dummy training was 10.96 days. The graph below displays the mean sickness-absence scores for the two groups before and after the training period.



The graph shows that the sickness-absence rates increased for both groups, but this is a consequence of the 11-month inter-test interval spanning the winter months, when the incidence of seasonal illnesses such as colds and influenza increases overall. The data are based only on the associated secondary absence rates, and while the small elevation from baseline to post-training for the trained experimental group was not significant, the seasonally-adjusted difference in sickness-absence between the groups after the training intervention was highly significant.

The Challenge of Change Worldwide

The Work Skills Centre was established in 1990 to provide a commercial vehicle for the Challenge of Change. Derek took the programme to New Zealand, where it is now a major provider of resilience training. It is also well established in the USA, where it forms part of the leadership training programmes delivered by the Centre for Creative Leadership. The training is managed globally by accredited Master Trainers based in the UK, the USA and New Zealand.

Our Clients Include

- UK** BBC, Cummins, Portakabin, NSPCC, Ladbrokes, Hiscox, London Probation Service, HMRC, Priory Group, NHS, Health Education England, G4S, Avery, Branstons, AXA Sun-Life, Co-Op Bank, UK Police, UK Fire Service, York City Council.
- NZ** AgResearch, NZ Refining company, The Warehouse, Sealord, Meridian Energy, NZ IRD, Christchurch City Council, Ballance Agri-Nutrients, Fonterra, Mitre 10, The University of Canterbury, Ministry for Education, Ministry for Primary Industries, Department of Internal Affairs, University of Auckland, Balance Agrinutrients, Transpower, Provenco, Hort Research, Landcare Research, Public Trust, NZ Medical Council, Fire Service, Scion, HRINZ, NZ Post.
- US** CCL (who in turn deliver to e.g., Mars, Kelloggs), Baylor College of Medicine, Cone Health, Ellison Consulting, HZG Global, Kramer & Co, Leadership Surge, Miller Electric, McCann & Associates, Positive Adventures, Stableford Enterprises, Takeda, Target, Workday.

Pricing Structure

Pricing is structured on the number of seats ordered. Each seat provides access for 1 participant which includes individual psychometric testing with the well-validated Challenge of Change Profile and advice on how individual scores can be improved.

Seats	Cost Per Seat
1–3	£140
4–15	£120
16–50	£100
51–100	£70
100+	Contact us

*Prices are subject to change.

Contact Us

If you have a question or wish to make an order, please contact us.

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