



EMBRACING CHANGE

# Training Guide

This guide provides trainers with information about the program and how to conduct a successful training session.



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## About Star Thrower Distribution Training Programs

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Star Thrower Distribution develops meaningful training programs intended to make an impact and enhance learning at all levels. Our programs teach new ideas, and inspire viewers to take action and embrace change.

Because the fundamental purpose of training is learning, Star Thrower materials are designed to make learning more effective. Our programs help viewers recall the information, understand the topic, and apply the lessons to their lives. Successful training means participants can use what they have learned and take action because of the experience. Through effective storytelling, our programs quickly captivate the viewer and appeal to a wide spectrum of organizations.

### Using a Star Thrower Title

Star Thrower titles can be used as independent learning experiences, or as part of other initiatives. In both circumstances, the programs help engage the participant and encourage creativity and a willingness to change.

Additionally, because the content presented in the program is fundamental and offers simple, solid learning points, viewers can apply what they learn to their own situation.

Star Thrower programs are developed to help the trainer thrive. They include a variety of support materials to make teaching easier for the trainer, and learning easier for the viewer. The trainer has multiple options to make the training successful; trainers are encouraged to review the included support materials, determine which sections are relevant to their needs, and consider how the information applies to their organization.



## About the Program

**Embracing Change** is a four-minute program that uses a “person on the street” technique to illustrate the many different feelings and opinions people have about change. This program is well suited for any audience and can be used in numerous settings to get people talking about this important, yet often disliked topic.

**Embracing Change** was created to stimulate conversation. In the program you will be introduced to individuals who not only talk about how they like to deal with change, but are actually forced to put those thoughts into action.

Through the participants’ stories and struggles, viewers will discover that while change can be difficult, a right frame of mind can help us not only survive but thrive.

### Program Information

#### Length:

- » 4 Minutes

#### Key Concepts

- » It's Hard to Embrace Change
- » Change Requires Action
- » What Is Your Recipe for Change?
- » Change Is Your Future
- » Five Ways to Embrace Change
- » Be Open and Adaptable
- » Be Enthusiastic
- » Focus on What You Can Control
- » Choose to Be with Positive People
- » Find the Possibilities

#### Support Materials (included on the program DVD)

- » Training Guide
- » Group Discussion Questions
- » Group Activities
- » Poster
- » Film Transcript



## About the Support Materials

All of our programs come with support materials, designed to help viewers learn by understanding the topic, recalling the information, and applying it after the training has concluded.

### Materials include:

#### Training Guide

This guide provides trainers with information about the program and how to conduct a successful training session.

#### Group Discussion Questions

These questions are best used in a group setting to help participants discuss and process what they have learned from the program. This will make it easier to create a progressive learning session and enhance retention. They can also be used for independent learning.

The questions are divided into three sections:

- » Review Questions
- » Comprehension Questions
- » Application Questions

This will make it easier to create a progressive learning session and enhance retention.

#### Group Activities

These activities are intended to reinforce learning and are recommended for group training sessions. The exercises are a fun way to work together as a group and help participants apply what they have learned to their own experiences.

#### Poster: 5 Ways To Embrace Change

A poster for you to print, display, or distribute to participants to reinforce how to best embrace change.

#### Film Transcript

For your reference, a complete transcript of the program is included.

## About On Impact Productions

On Impact Productions is a leader in change and the future of work. They advise forward thinking organizations to be change adaptive. They also believe that lasting change is a process, not an event.



Through innovative tools, books, and films, On Impact partners with companies worldwide to tell stories that help translate complicated concepts into understandable behaviors; providing insight to drive action.

### Stay connected with On Impact;



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**YouTube:**

[www.youtube.com/user/LauraFutureWork](https://www.youtube.com/user/LauraFutureWork)



## Creating a Memorable Experience

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Organizations hold learning and development sessions for a number of reasons, but generally, the goal is to create some sort of change or impart information that is valuable to participants and to the organization. In order for this to happen, participants need to remember, comprehend, and apply what they have learned.

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**Therefore, it is important to develop a training session that:**

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- » Reviews the lessons
- » Enhances comprehension
- » Applies the information

Using the three above steps to guide and develop a training program will help organizations get the most out of the time they spend training. Therefore, whenever possible, it is suggested that you not only show the program, but generate some sort of discussion and recommendations for next steps, whether formal or informal.



## Training Tips & Ideas

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### Before the Session

- » From experienced professionals to individuals new to training, anyone will be able to successfully lead a group through this program. You have the option of following the training materials closely, or simply using them for additional support.
- » The support materials are not intended to be a script. Instead, they give you the freedom to utilize the concepts that will work best for your organization.
- » To help your participants gain as much as possible from **Embracing Change**, review the program and the materials before the session. Consider how the concepts apply to your organization and determine how you want to lead the session.

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### Session Preparation

- » Take notes on how the content is relevant to your organization. Determine at least three outcomes you would like to see achieved in the session. Select the questions and exercises you plan to use with these goals in mind, and reference them throughout the session.
- » Arrange the room so all participants can clearly see the screen, you, and each other.

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### During the Session

- » Welcome participants as they arrive and introduce yourself. Invite group members to introduce themselves too. Take a moment to outline the purpose and plan for your gathering.
- » Watch the program with the group to encourage involvement.
- » At the end of the program, give viewers a moment to reflect quietly on what they saw.





# Notes

For Evaluation Only  
NOT TO BE USED FOR TRAINING