

# You can make a difference as a manager

Facing a transition can be associated with uncertainty and concern, as well as raising many questions. Omstella is here for you as a manager and supports you before, during and after your transition. With a deeper understanding of how the transition process works, it becomes more secure for everyone involved.

## Welcome to the management training "Better dialogues"

Through our management training, you will gain theoretical knowledge, practical tools as well as train in how to conduct a termination conversation and how to facilitate the dialogue with your employees. The training is divided into 4 steps that are based on each other and do not require any preparation from you as a participant.



### 1. The transition process and reactions

2 hours, digital

Step 1 provides palpable tips and tools on how to prepare for a transition process. Together we go through:

- The different steps of the redundancy process.
- What you as a manager should consider before, during, and after a transition process.
- Understanding the different phases of involuntary change so that you can better provide support to others and become more aware of your own reactions.

### 3. The termination conversation – practical training

2 hours, physical or digital

In step 3, we focus on a practical training of the termination conversation. In this way, you become both more aware of yourself and your own reactions, as well as of your employees' reactions during the conversation, and how to tackle it professionally. The training includes:

- Exercises based on relevant cases.
- Training in how you can convey the message in the best way to the employee.

### 2. The conversation – advice for a good termination conversation

1,5 hours, digital

In step 2, you will gain knowledge that will make you even more prepared and structured for the conversation with your employees. Together we go through:

- How to carry out a termination conversation in practical terms.
- How to respond to feelings and reactions that may arise in the context of a transition. Training in how to best convey the message to the employee.

### 4. After the transition – A new organisation

1.5 digital or physical

In the final step of the transition process, tools are needed to get back to the feeling of stability. The programme combines theoretical knowledge with practical tools to be able to create safety and a new motivation going forward.

- How do I build security in an uncertain period?
- Ways to create and motivate for new goals

## Contact

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Vardagar 10:00-12:00 & 13:00-15:00

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 Läs mer på  
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