Lesson Plan © Easy Access English

CHANGE IS COMING

EAE Learning objectives for this lesson

Familiarise yourself with the vocabulary of some internal memos about change management. Learn and practice giving opinions in English.

Activity One - Answer the questions:

Do you like change? Do you have to deal with change in your job? What's the biggest change of your life so far? What's the most recent change you have had at work?

Activity Two – Fill the gaps in the text with the expressions and words below:

take for granted **facing** **struggle** **basically** **a new beginning**

I think that some people ..... the fact that they are working for a very modern company, offering them the opportunity to learn all the latest techniques. They ..... with change instead of ..... it head on and embracing it and so they start to complain as they don 't see the advantages of change. ..... the manager has to show them what the advantages are so that they can motivate the co-workers to embrace change and see it as ..... .

Now Read the IOS memo text, pay attention to your intonation :

Change is one of the few things in life we can take for granted, still it can be a struggle when we face it. Our lives are a continuous series of endings and new beginnings. At IKEA too, change is constant. It's a part of our culture and daily work. Therefore it is crucial to manage and lead the change processes in a conscious way in order to obtain efficient and sustainable changes. It is a strategic and planned approach to motivate individuals to change both their behaviour and attitude. This requires meeting people where they are, which is a part of being a conscious leader.

Basically Change Management is a process that helps people find ways to "leave the old" and "embrace the new", it's about helping people going from knowing to doing.

Activity Three – Again fill the gaps in the text with the expressions and words below:

reflect on the fact **the right time** **toll** **handle** **successful**

create awareness **stretch** **sustainable**

are able to

We ..... to ..... change if we are well prepared for it and if we..... that it may be a ..... but that learning how to use new ..... will make us more ..... in our job. If our managers ..... of how change can in fact make our working life easier and if they talk to us about it at ..... then we can understand how making an effort to ..... our perceptions and open ou minds to this change could make us develop and how real change, change that will stay in place, ... change can be good.

Now Read the IKEA text from your memo, pay attention to your intonation :

To be able to implement changes we must understand how to use the right actions at the right time in order to make a change successful and sustainable. This is why we work with change management.

To handle changes in a common and sustainable way we at IKEA have started to work more actively and consciously with Change Management.

We want to explore tools and theories on managing, leading and coaching change connected to your own agenda. We also want to support and challenge you to stretch your own perspectives

<u>Activity Four</u> - Read the expressions.

Expressing agreement

* I agree with you 100 percent.

* I couldn't agree with you more.

* That's so true.
  * You're absolutely right.
  * Absolutely.
  * That's exactly how I feel.
  * Exactly.

Expressing disagreement

* I don't think so.
* I'm afraid I disagree.
* I totally disagree.
* I'd say the exact opposite.
* Not necessarily.
* That's not always true.
* That's not always the case.
* No, I'm not so sure about that.

<u>Activity Five</u> -Now express your opinion on the statements below :

- People don’t like change.
- It’s important to create awareness about how change is positive.
- We should not have to train managers on change management because they should be
  able to handle that themselves.
- To be able to implement changes we must understand how to use the right actions at the right time in order to make a change successful and sustainable.
- Most people who work at IKEA are not capable of understanding change.
- IKEA does not encourage people to accept change.
- It’s important to develop words and tools about change management which become familiar to co-workers.

<u>Activity Six</u> – Listen to the song and fill the gaps.
Changes - David Bowie

I still don't know what I was ..... for And my time was ..... wild
A million dead-end .....
Every time I thought I'd got it made

It seemed the ..... was not so sweet So I ..... myself to face me
But I've never caught a .....
Of how the ..... must see the faker I'm much too fast to take that test

Chorus :
Ch-ch-ch-ch-Changes
(Turn and face the .....) Ch-ch-Changes
Don't want to be a ..... man Ch-ch-ch-ch-Changes
(Turn and face the strain) Ch-ch-Changes
Just gonna have to be a ..... man Time may change me
But I can't ..... time

I watch the ..... change their size But never leave the stream
Of ..... impermanence and

So the days ..... through my eyes But still the days seem the same
And these children that you spit on
As they try to change their worlds

Are ..... to your consultations
They're quite aware of what they're going through

Ch-ch-ch-ch-Changes
(Turn and face the strain)
Ch-ch-Changes
Don't tell t hem to ..... up and out of it Ch-ch-ch-ch-Changes
(Turn and face the strain)
Ch-ch-Changes
Where's your .....
You've left us up to our ..... in it Time may change me
But you can't trace time

Strange ....., fascinating me
Changes are ..... the pace I'm going through

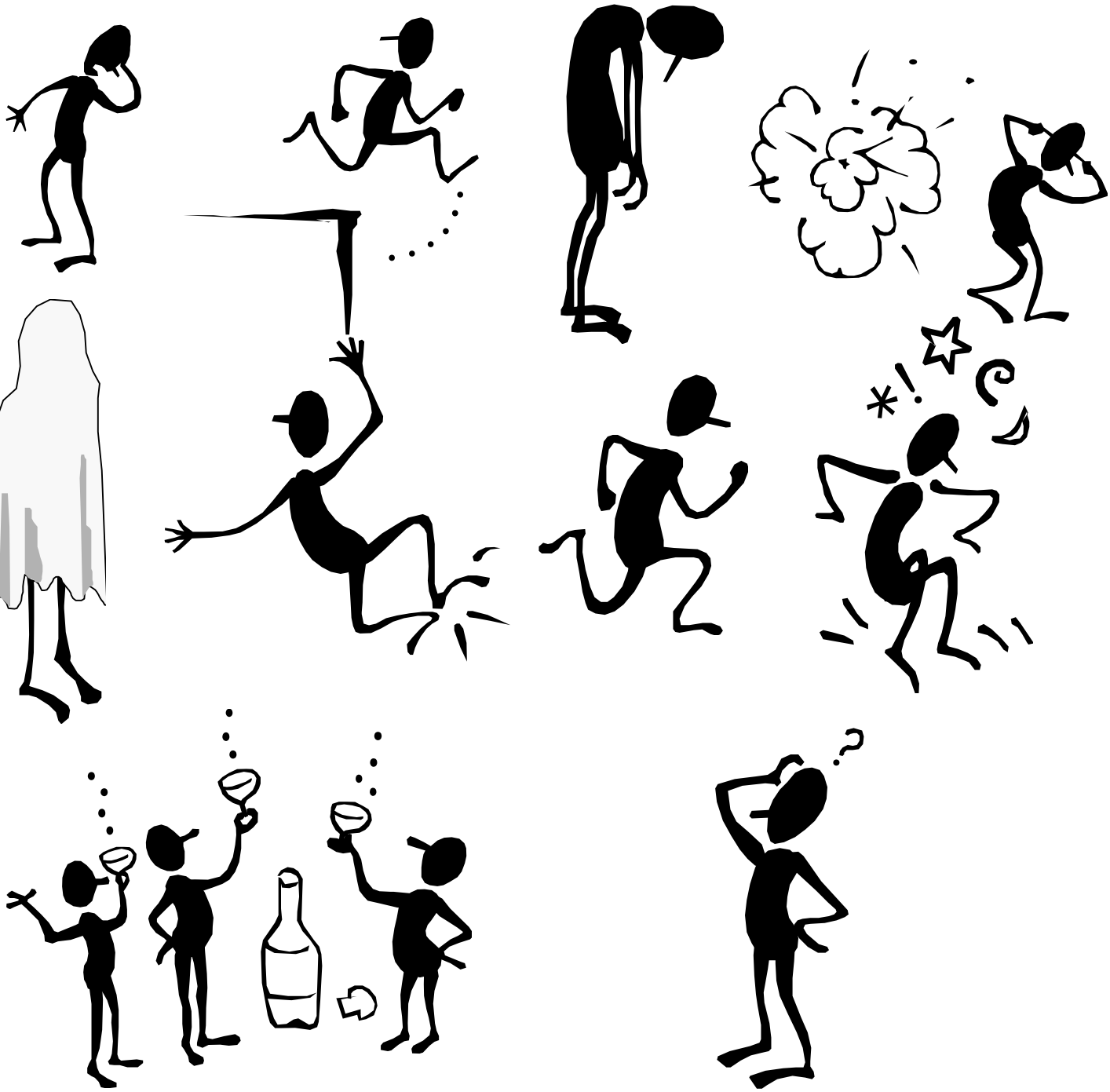
<u>Activity Eight</u> - - A range of emotions!

Change is easier to manage if we know how it will make us feel. This is why people study change it’s effect and train you about change management. IDENTIFY the EMOTIONS represented by the drawings (from IOS Change resources) and say in what order someone experiencing change would feel these emotions. Start by numbering the drawings according to what they represent from the list below.

1 Denial 2 Anxiety 3 Fear 4 Happiness 5 Guilt

6 Depression 7 Acceptation 8 Disappointment

9 Desire to move on 10 Fear



learning objectives

How far have you got?

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Fill in the bars to show your progress