

**Date of a training:** 30.01.2014

**Venue:** Belarus State Economic University

**Lecturer:** 1) Natalia Popok, dean of the School of International Business Communications

2) Natallia Mahilenskikh, head of the department of intercultural economic communication

**Topic:** "Team building in change management".

The training was held with professors, associate professors, assistant professors, teachers of the Business English Department, the Theory and Practice of English Speech Department, the English Speech for Professional Purposes Department, the German Language Department, the Belarusian and Russian Languages Department.

In her report, Natallia Mahilenskikh concentrated on the skills of effective communication and change management. The participants of the training were asked to answer the questions given during the speech as well as to do some tasks.

The training method follows this general pattern:

1. The trainer gives a clear explanation of the point in question with specific examples.
2. Then, the participants practice by doing exercise with each other.
3. The participants practice by doing exercise with the trainer.
4. All points are supported with full written notes to take away.

The supposed outcome of the training is that the participants should be able to:

- Describe ways of reacting to change.
- See change not as something to be feared and resisted but as an essential element of the world to be accepted.
- Understand that adapting to change is not technical but attitudinal.
- Recognize that before they can embrace the way things will be, they must go through a process of grieving and letting go of the way things used to be.
- See change as an opportunity for self-motivation and innovation.
- Identify strategies for helping change to be accepted and implemented.

Natalia Popok outlined management objectives for team building, highlighted the importance of team building, identified the management objectives of team building events, identified the lasting effects it is hoped to have.

To prepare the training, Natalia Popok and Natallia Mahilenskikh had used the materials provided during the lectures and training held in Braganca in October, 2013, as well as the materials on team building and change management available on the Internet.