



Participants develop an enhanced perspective on how to best adapt change management within their organization through case studies, complex change scenarios and seminal change management literature. This three-day intensive program allows for the opportunity to collaborate with and learn from other experienced change management practitioners.

WHO IS THIS COURSE FOR?

This program is designed for experienced change professionals who have applied change management to many different projects, with varying degrees of complexity.

Enrollment Requirements:

- Prosci Change Management Certification
- Change Management application experience
- Experience applying the Prosci methodology to at least one change project, preferably multiple projects
- Experienced Practitioner Program application
- Entrance exam pass

Pework Requirements:

This program requires extensive prework and investment of time and energy. This prepares each participant to be an active and valuable contributor to the program. A comprehensive literature review, which includes twelve major works in change management, must be completed in advance of attendance.

Please note participants are required to purchase these texts independently.

LEARNING OBJECTIVES

Participants of the Experienced Practitioner Program will:

- Complete a thorough literature review of the most important works in the change management discipline
- Explore new advanced change management topics
- Remove the assumptions commonly applied to practitioner-level training and discuss strategies for tackling complex change management topics
- Engage in discussions with other experienced change management leaders, led by Prosci's most advanced facilitators
- Prepare a presentation reviewing and comparing two different approaches to change management

PROGRAM AGENDA

Day one:

- History and evolution of change management
- Analysis of change management models
- Compare and contrast presentations
- Before we start change management

Day two:

- Advanced change management applications
 - Team structures
 - Integrating project and change management
 - Resourcing and budgeting
 - Complex sponsorship models and case study analysis
- Sponsor engagement
- Manager engagement
- Resistance management

Day three:

- Change management measurement
- Beyond change management
- Enterprise change capability

COURSE MATERIALS

Participants will receive:

- Experienced Practitioner Program Workbook (includes in-class activities, appendices and slides)
- *Best Practices in Change Management*
- Six-month subscription to the Prosci Change Management Maturity Model Audit
- Six-month subscription to the Prosci PCT Analyzer