



Participants will gain the knowledge, skills and tools to drive successful change initiatives. During this three-day experiential learning program, they will apply holistic change management methodology to a current project. They will leave with a change management plan designed to effectively manage change and enhance project results.

## WHO IS THIS COURSE FOR?

The Prosci Change Management Certification is ideal for those responsible for driving change. Participants are predominantly in the following roles:

- Change leaders
- Project managers
- IT professionals
- Project team members
- Change management practitioners
- Continuous improvement specialists
- Human Resource business partners
- Organization development professionals

## LEARNING OBJECTIVES

By completing the Prosci Change Management Certification, participants will:

- Understand the fundamentals of change and change management
  - Understand how effective change management improves organizational results
  - Articulate the value of change management to peers and leaders with a presentation on the business case for change management
- Walk away with a change management plan
  - Learn to apply the Prosci 3-Phase Process change management methodology to a real project
  - Learn how to apply the **Prosci ADKAR Model** to facilitate individual change
- Achieve certification in the Prosci change management methodology
  - Gain access to Prosci change management tools
  - Earn HRCI, PMI and CCMP credits

## PROGRAM AGENDA

### Day one:

- Why change management?
- The ROI of effective change management
- The **Prosci ADKAR<sup>®</sup> Model**
- 7 concepts of change
- Preparing for change: assessing change readiness

### Day two:

- Preparing for change: building team structure and assessing sponsorship
- Managing change: creating customized communication and sponsorship plans
- Executive project plan presentations

### Day three:

- Managing change: creating coaching, training and resistance management plans
- Reinforcing change
- Exam & graduation

## COURSE MATERIALS

- Program workbook, assessments and handouts
- *Best Practices in Change Management*
- *Employee's Survival Guide to Change*
- *Change Management: the People Side of Change*
- *ADKAR: A Model for Change*
- One-year subscription to the Prosci Practitioner eToolkit