



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*
- Twelve-month subscription to the Prosci Change Management Maturity Model Audit
- Twelve-month subscription to the Prosci PCT Analyzer