



This one-day experiential learning program provides participants with an understanding of the fundamental concepts and organizational benefits of effective change management. The program applies five tenets of change management to a specific project or change initiative to build awareness and desire for change management.

WHO IS THIS COURSE FOR?

- Senior leadership evaluating how change management can benefit their organization
- High-potential leaders that need a better understanding of change management
- Key stakeholder groups that are impacted by significant organizational changes
- Change agents who need to understand fundamental concepts and establish a common language with change practitioners
- Project teams that need to understand what it means to apply change management

This program is not designed for change management practitioners and does not include any level of certification.

LEARNING OBJECTIVES

During the Change Management Workshop, participants will:

- Establish a shared definition of change management and how it impacts organizational outcomes
 - Understand the connection between the technical and people side of change
 - Understand the research and best practices around change management
- Understand the value of change management
- Learn and apply the five tenets of change to an initiative
 - Complete diagnostics and assessments for the initiative
 - Understand and apply the **Prosci ADKAR Model** for individual change
 - Develop an awareness of the three phases of organizational change
- Develop a commitment to action plan

PROGRAM AGENDA

- What is change management?
 - Creating a shared definition
 - Deliver results and outcomes
- Tenet 1: We change for a reason
 - The reasons for change
 - Change as a process
- Tenet 2: Organizational change requires individual change
 - Individuals as the unit of change
 - Impacted groups and aspects of job change
- Tenet 3: Organizational outcomes are the collective result of individual change
 - Connect individuals to organizational change
 - ROI factors of effective change
- Tenet 4: Change management is an enabling framework
 - Diagnostics and assessments
 - Top contributors to success
 - Change management roles
 - Resistance management
- Tenet 5: We apply change management to realize the benefits of change
 - Mobilizing adoption and usage
 - Action items and next steps

COURSE MATERIALS

Participants will receive:

- Program workbook, assessments and handouts
- *Change Management: The People Side of Change*