

Webinar Agenda

Context

PCT Overview

PCT Applications

PCT Analyzer

How to Leverage the Project Change Triangle™ (PCT) Model

“A **how-to** is an informal, often short, description of how to accomplish a specific task.”

- Wikipedia

Questions to Address or Problem we are Trying to Solve

Context

PCT Overview

PCT Applications

PCT Analyzer

1. Why do some change initiatives fail while others succeed?
2. What is the 'secret' behind successful change?
3. What elements are necessary for project success?

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Looking Back
July 13, 2006

WayBackMachine

Introducing the
Prosci Change
Triangle

INTERNET ARCHIVE
WayBackMachine
21 captures
27 Aug 2006 - 14 Aug 2019

JUL JUL OCT
13 13
2006 2007

Welcome to the Change Management Tutorial Series

Change Management Learning Center

Prosci Change Triangle

Introduction

Why do some change initiatives fail while others succeed? The answer is not as complex as you might think. Prosci's research with organizations from public and private sectors reveals that the secret behind successful transformations can be distilled into a simple yet powerful model described by the **Prosci Change Triangle**. This tutorial series presents this model and will help you assess if you have the necessary ingredients for success.

The model

Think of the **Prosci Change Triangle** as a three-legged stool. The first leg is **executive leadership**. This leg represents the formulation of the strategy and direction for an organization, and the required leadership to set the necessary changes into motion.

The second leg is **project management**. This leg represents the fundamentals of managing a project, including the design of work tasks and the management of resources to implement a change on time and on budget.

The final leg is **change management** – the people side of the change. This leg represents the actions taken by the organization to help employees transition from the current state to the desired future state.

Figure 1 shows these three essential elements for realizing effective change.

Prosci Change Triangle

How to Leverage the PCT Model

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Looking Back
May 17, 2007

WayBackMachine

The Prosci
Project Change
Triangle (PCT)


INTERNET ARCHIVE
WayBackMachine
21 captures
27 Aug 2006 – 14 Aug 2016
AUG MAY JUN
17
2007 2010
About Pro captures

Using the Prosci PCT Tool to improve project performance


Introduction

The Prosci PCT Tool (Project Change Triangle) was introduced last year as a simple yet powerful framework to show the different elements necessary for projects to succeed. The three corners of the triangle - Leadership/Sponsorship, Project Management and Change Management - are all necessary components of any project. The three elements interact to create a system that drives successful change.

This tutorial provides a brief overview of the Prosci PCT Tool and then examines three ways the model can be used to drive successful change in your organization. This year, Prosci created an online version of the Prosci PCT Tool for applying the model on your projects - you can gain immediate free access to the new tool during the beta period by simply completing the [Prosci PCT Tool free access registration form](#) to start assessing your projects now.



Prosci PCT overview



The Prosci PCT Tool has three corners that must be present for a change to succeed. The three elements are characterized below:

- **Leadership/Sponsorship** - Executives and senior leaders play a critical role in successful change. They set strategy and direction, they make decisions regarding scope, time and cost and they show their own and the organization's commitment to the change through active and visible participation.
- **Project Management** - To manage the *technical side* of the change, project management provides the process and tools for managing the tasks and activities for designing a solution.
- **Change Management** - To manage the *people side* of change, change management provides the tools and process to help individuals make their own successful personal transition.

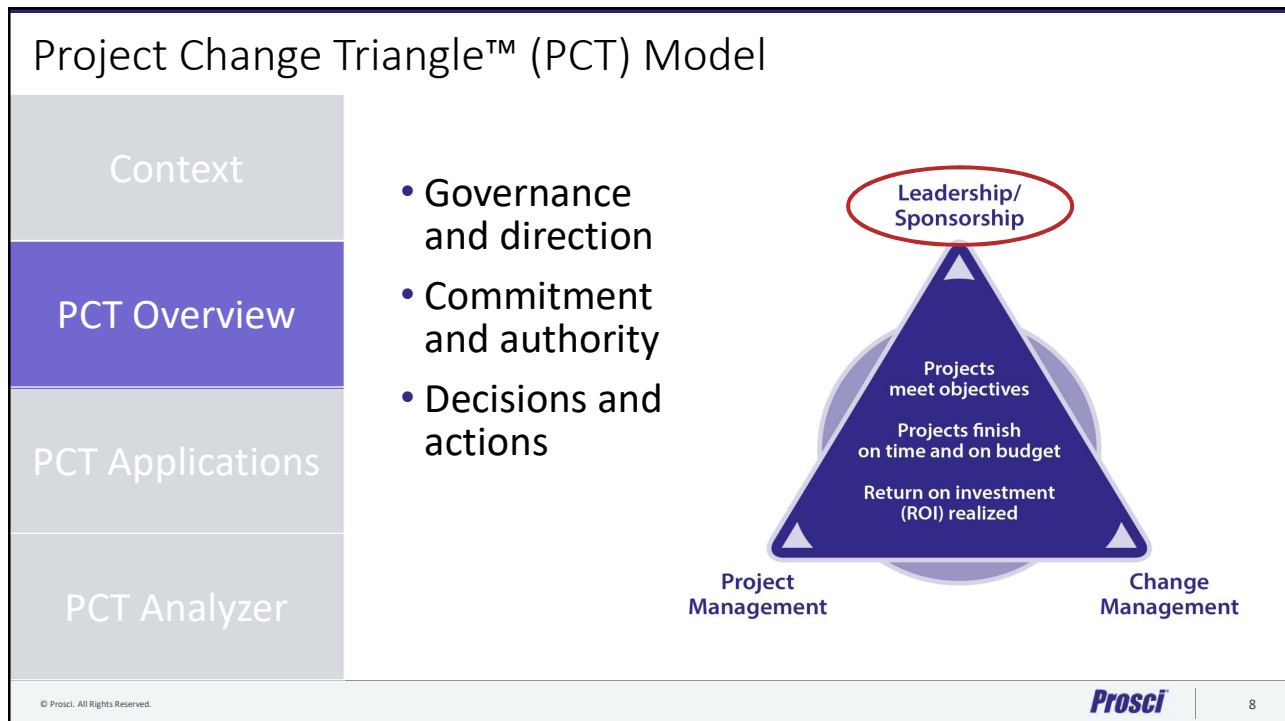
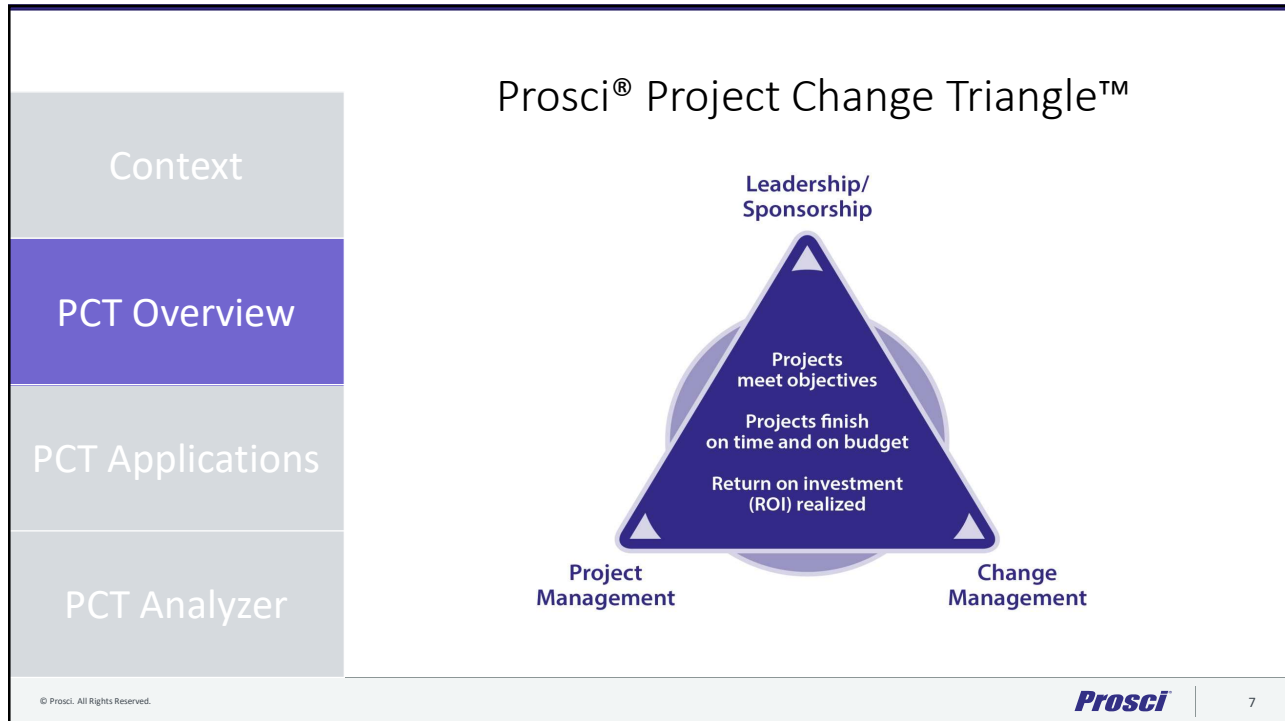
Those who trust to chance must abide by the results of chance.

Calvin Coolidge

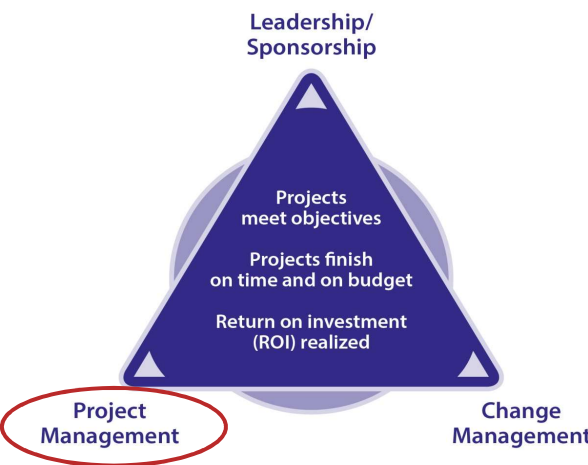


How to Leverage the PCT Model

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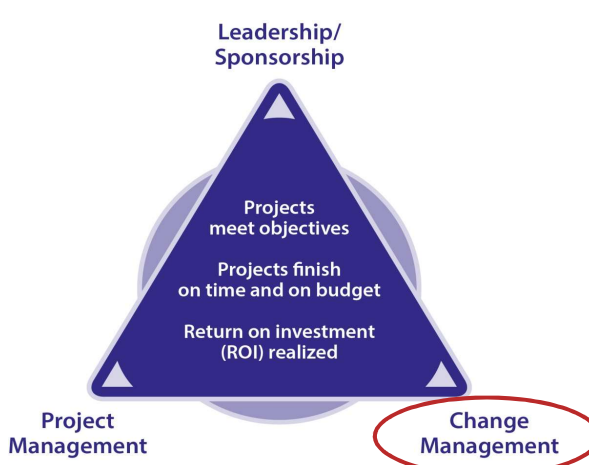


Project Change Triangle™ (PCT) Model

Context	Technical side <ul style="list-style-type: none">• Change definition• Time, cost, scope• Tasks, resources, budget	 <p>The diagram shows a blue triangle with 'Leadership/Sponsorship' at the top, 'Project Management' at the bottom-left, and 'Change Management' at the bottom-right. Inside the triangle, it lists: 'Projects meet objectives', 'Projects finish on time and on budget', and 'Return on investment (ROI) realized'. The 'Project Management' label is circled in red.</p>
PCT Overview		
PCT Applications		
PCT Analyzer		

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Project Change Triangle™ (PCT) Model

Context	People side <ul style="list-style-type: none">• Individual and organizational• ADKAR and 3-Phase Process• Adoption and usage	 <p>The diagram shows a blue triangle with 'Leadership/Sponsorship' at the top, 'Project Management' at the bottom-left, and 'Change Management' at the bottom-right. Inside the triangle, it lists: 'Projects meet objectives', 'Projects finish on time and on budget', and 'Return on investment (ROI) realized'. The 'Change Management' label is circled in red.</p>
PCT Overview		
PCT Applications		
PCT Analyzer		

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Why Are We Changing?

Projects are the vehicles of improving performance

Current

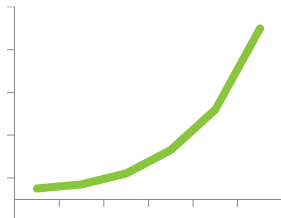
→

Transition

→


Future

Organizational **Benefits**



- Revenue
- Costs
- Profits
- Efficiencies
- Compliance
- Safety
- Process Excellence
- Customer Satisfaction

Project **Objectives**



Specific metrics and measurements for improvement

How work will be different after the change

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Project Change Triangle™ (PCT) Model

Context

PCT Overview


PCT Applications

PCT Analyzer

The 'Center of the Triangle'

- Project goals and objectives
- Why all three corners matter
- Outcomes of a 'healthy' project

Leadership/
Sponsorship



Project Management

Change Management

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Healthy Projects Share Similar Attributes

Context


PCT Overview

PCT Applications

PCT Analyzer

Direction and guidance

Leadership/
Sponsorship



A Reason
"Why"

Design
Develop
Deliver

Project
Management

Embrace
Adopt
Use

Change
Management

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Project Change Triangle™ (PCT) Model

Context

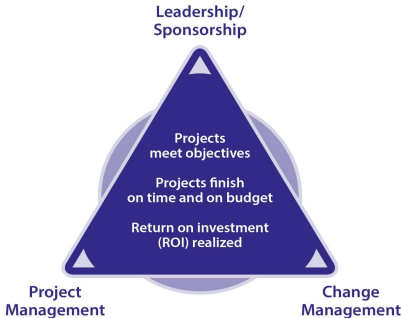
PCT Overview

PCT Applications

PCT Analyzer

- ✓ **Conducting** PCT Assessments
- ✓ **Evaluating** Project Health
- ✓ **Identifying** Risk Factors
- ✓ **Driving** Next Steps
- ✓ **Tracking** Progress
- ✓ **Creating** a Shared Vision
- ✓ **Examining** the Portfolio

Leadership/
Sponsorship



Project Management Change Management

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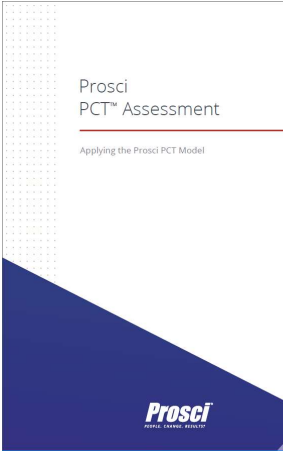
How to Leverage the PCT Model


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Conducting PCT Assessments – Elements Necessary for Success

PCT Applications

- Conducting
- Evaluating
- Identifying
- Driving
- Tracking
- Creating
- Examining





Now you

<https://pollev.com/changepro>

What is the name of your project or change initiative?

PROSCI® PCT™ ASSESSMENT		Rank each factor on a 1-3 scale 1 = inadequate 2 = adequate 3 = exceptional
Leadership/Sponsorship Factor assessment		
10/25		
1. The change has a primary sponsor	<input type="checkbox"/>	
2. The primary sponsor has the necessary authority over the people, processes and systems to authorize and fund the change.	<input type="checkbox"/>	
3. The primary sponsor is willing and able to build a sponsorship coalition for the change, which is able to manage resistance from other managers and supervisors.	<input type="checkbox"/>	
4. The primary sponsor will actively and visibly participate with the project team throughout the entire project.	<input type="checkbox"/>	
5. The primary sponsor will resolve issues and make decisions relating to the project schedule, scope and resources.	<input type="checkbox"/>	
6. The primary sponsor can build awareness of the need for the change (why the change is happening) directly with employees.	<input type="checkbox"/>	
7. The organization has a clearly defined vision and strategy.	<input type="checkbox"/>	
8. This change is aligned with the strategy and vision for the organization.	<input type="checkbox"/>	
9. Priorities have been set and communicated regarding this change and other competing initiatives.	<input type="checkbox"/>	
10. The primary sponsor will visibly reinforce the change and celebrate successes with the team and the organization.	<input type="checkbox"/>	
Score (total possible is 30)		
Project Management Factor assessment		
10/25		
1. The change is clearly defined, including what the change will look like and who is impacted by the change.	<input type="checkbox"/>	
2. The project has a clearly defined scope.	<input type="checkbox"/>	
3. The project has specific objectives that define success.	<input type="checkbox"/>	
4. Project milestones have been identified and a project schedule has been created.	<input type="checkbox"/>	
5. A project manager has been assigned to manage the project resources and tasks.	<input type="checkbox"/>	
6. A work breakdown structure has been completed and deliverables have been identified.	<input type="checkbox"/>	
7. Resources for the project team have been identified and acquired based on the work breakdown structure.	<input type="checkbox"/>	
8. Periodic meetings are scheduled with the project team to track progress and resolve issues.	<input type="checkbox"/>	
9. The primary sponsor is readily available to work on issues that impact dates, scope or resources.	<input type="checkbox"/>	
10. The project plan has been integrated with the change management plan.	<input type="checkbox"/>	
Score (total possible is 30)		
Change Management Factor assessment		
10/25		
1. A structured change management approach is being applied to the project.	<input type="checkbox"/>	
2. An assessment of the change and its impact on the organization has been completed.	<input type="checkbox"/>	
3. An assessment of the organization's readiness for change has been completed.	<input type="checkbox"/>	
4. Anticipated areas of resistance have been identified and special tactics have been developed.	<input type="checkbox"/>	
5. A change management strategy, including the necessary sponsorship model and change management team model, has been created.	<input type="checkbox"/>	
6. Change management team members have been identified and trained.	<input type="checkbox"/>	
7. An assessment of the strength of the sponsorship coalition has been conducted.	<input type="checkbox"/>	
8. Change management plans, including communications, sponsorship, coaching, training and resistance management plans, have been created.	<input type="checkbox"/>	
9. Feedback processes have been established to gather information from employees to determine how effectively the change is being adopted.	<input type="checkbox"/>	
10. Resistance to change is managed effectively and change successes are celebrated, both in private and in public.	<input type="checkbox"/>	
Score (total possible is 30)		

Score Interpretation: Scores of 18 or lower in any section of this assessment mean your project has potential threats and could be at jeopardy. Scores of 20 - 24 mean your project has some risk areas that need to be addressed. Scores of 25 - 30 mean your project is well positioned for success.

Concise, purposeful assessment
10 factors for each corner

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PCT Assessment Rank each factor on a 1-3 scale: 1 = inadequate, 2 = adequate, 3 = exceptional

Leadership/Sponsorship	Project Management	Change Management
1. The change has an executive sponsor <input type="checkbox"/>	1. The change is clearly defined, including what the change will look like and who is impacted by the change <input type="checkbox"/>	1. A structured change management approach is being applied to the project <input type="checkbox"/>
2. The executive sponsor has the necessary authority over the people, processes and systems to authorize and fund the change <input type="checkbox"/>	2. The project has a clearly defined scope <input type="checkbox"/>	2. An assessment of the change and its impact on the organization has been completed <input type="checkbox"/>
3. The executive sponsor is willing and able to build a sponsorship coalition for the change, and is able to manage resistance from other managers and supervisors <input type="checkbox"/>	3. The project has specific objectives that define success <input type="checkbox"/>	3. An assessment of the organization's readiness for change has been completed <input type="checkbox"/>
4. The executive sponsor will actively and visibly participate with the project team throughout the entire project <input type="checkbox"/>	4. Project milestones have been identified and a project schedule has been created <input type="checkbox"/>	4. Anticipated areas of resistance have been identified and special tactics have been developed <input type="checkbox"/>
5. The executive sponsor will resolve issues and make decisions relating to the project schedule, scope and resources <input type="checkbox"/>	5. A project manager has been assigned to manage the project resources and tasks <input type="checkbox"/>	5. A change management strategy, including the necessary sponsorship model and change management team model, has been created <input type="checkbox"/>
6. The executive sponsor can build awareness of the need for the change (why the change is happening) directly with employees <input type="checkbox"/>	6. A work breakdown structure has been completed and deliverables have been identified <input type="checkbox"/>	6. Change management team members have been identified and trained <input type="checkbox"/>
7. The organization has a clearly defined vision and strategy <input type="checkbox"/>	7. Resources for the project team have been identified and acquired based on the work breakdown structure <input type="checkbox"/>	7. An assessment of the strength of the sponsorship coalition has been conducted <input type="checkbox"/>
8. This change is aligned with the strategy and vision for the organization <input type="checkbox"/>	8. Periodic meetings are scheduled with the project team to track progress and resolve issues <input type="checkbox"/>	8. Change management plans, including communications, sponsorship, coaching, training and resistance management plans, have been created <input type="checkbox"/>
9. Priorities have been set and communicated regarding this change and other competing initiatives <input type="checkbox"/>	9. The executive sponsor is readily available to work on issues that impact dates, scope or resources <input type="checkbox"/>	9. Feedback processes have been established to gather information from employees to determine how effectively the change is adopted <input type="checkbox"/>
10. The sponsor will visibly reinforce the change and celebrate successes with the team and the organization <input type="checkbox"/>	10. The project plan has been integrated with the change management plan <input type="checkbox"/>	10. Resistance to change is managed effectively and change successes are celebrated, both in private and in public <input type="checkbox"/>
Leadership/sponsorship total score: <input type="checkbox"/>	Project management total score: <input type="checkbox"/>	Change management total score: <input type="checkbox"/>

Chat pane hyperlink: <https://www.prosci.com/change-management/thought-leadership-library/project-change-triangle-assessment>

How to Leverage the PCT Model

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On a Sheet of Paper - Represent Your Results in a Radar Graph

Leadership/Sponsorship score:

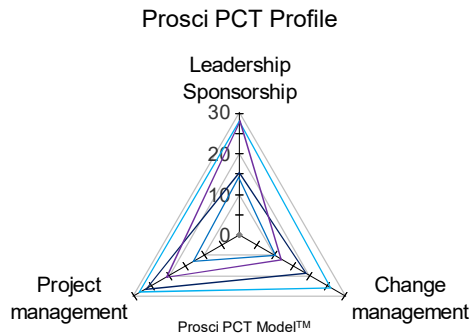
Project Management score:

Change Management score:

Score interpretation

10-19	High risk / jeopardy – needs immediate action
20-24	Alert / potential risk – needs further investigation
25-30	Strength – should be leveraged and maintained

Which questions scored a '1'?



* The shape of the triangle is your PCT profile



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What is in the 'Center of your Triangle'?

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Evaluating Your PCT Profile – Common Scenarios

PCT Applications

Conducting

Evaluating

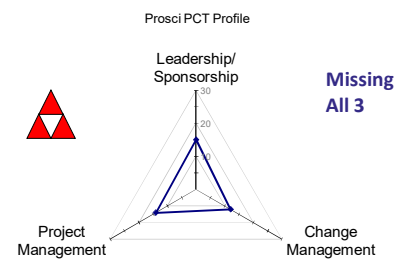
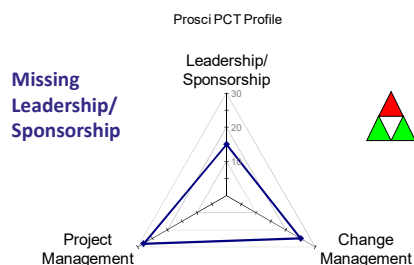
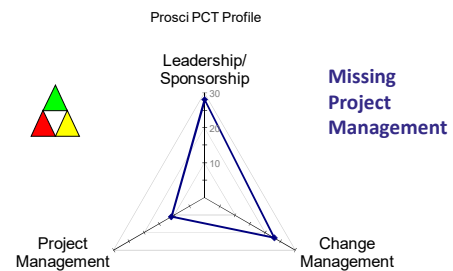
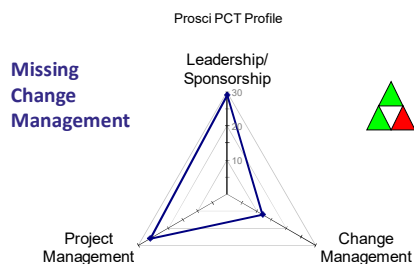
Identifying

Driving

Tracking

Creating

Examining



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How to Leverage the PCT Model

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Evaluating Project Health – Elements Necessary for Success

PCT Applications

- Conducting
- Evaluating**
- Identifying
- Driving
- Tracking
- Creating
- Examining

Visual representation of overall health and health in Leadership/Sponsorship, Project Management, Change Management

Now you

<https://pollev.com/changepro>

Where is your project or change initiative LEAST healthy? L/S, PM, CM, All 3

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Identifying Risk Factors – Elements That Scored a '1'

PCT Applications

- Conducting
- Evaluating
- Identifying**
- Driving
- Tracking
- Creating
- Examining

Leadership/Sponsorship	
	Rank each factor on a 1-3 scale. 1 = inadequate; 2 = adequate; 3 = exceptional
1) The change has a primary sponsor.	3
2) The primary sponsor has the necessary authority over the people, processes and systems to authorize and fund the change.	3
3) The primary sponsor is willing and able to build a sponsorship coalition for the change, and is able to manage resistance from other managers and supervisors.	3
4) The primary sponsor will actively and visibly participate with the project team throughout the entire project.	2
5) The primary sponsor will resolve issues and make decisions relating to the project schedule, scope and resources.	2
6) The primary sponsor can build awareness of the need for the change (why the change is happening) directly with employees.	2
7) The organization has a clearly defined vision and strategy.	3
8) This change is aligned with the strategy and vision for the organization.	2
9) Priorities have been set and communicated regarding this change and other competing initiatives.	1
10) The primary sponsor will visibly reinforce the change and celebrate successes with the team and the organization.	2
	23

	Rank each factor on a 1-3 scale. 1 = inadequate; 2 = adequate; 3 = exceptional
9) The primary sponsor is readily available to work on issues that impact dates, scope or resources.	2
10) The project plan has been integrated with the change management plan.	1
	16

	Rank each factor on a 1-3 scale. 1 = inadequate; 2 = adequate; 3 = exceptional
9) Feedback processes have been established to gather information from employees to determine how effectively the change is being adopted.	1
10) Resistance to change is managed effectively and change successes are celebrated, both in private and in public.	1
	11

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How to Leverage the PCT Model

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Driving Next Steps – Corrective Action to Address the Risk

PCT Applications

Conducting

Evaluating

Identifying

Driving

Tracking

Creating

Examining

#	Question	Score
2.	An assessment of the change and its impact on the organization has been completed. Discussion: "One-size-fits-all" does not work for change management. For change management to be applied effectively, the change management efforts must match the change that is being implemented. Large, disruptive changes that impact the entire organization should be managed differently, from a people perspective, than small, incremental changes that only impact a single group. Consequences of a low score: Without an assessment of the change and its impact on the organization, the change management approach will not be customized and tailored for the particular change. The change management plans will not match the need. There may be a reliance on generic and non-specific change management activities. Action steps: Complete an assessment of the characteristics of the change to understand the specifics of the project. In Prosci's methodology, a change characteristics assessment occurs in "Phase 1 - Preparing for change". The assessment examines, among other things, the nature and scope of the change, the number of people impacted, the type of change and its impact on various groups. Completion of the assessment gives guidelines for future change management work and helps the change management team better understand the specifics of the project that it is supporting.	1.0
3.	An assessment of the organization's readiness for change has been completed. Discussion: "One-size-fits-all" does not work for change management. In organization and people being impacted by the change. Along change management strategy and subsequent plans. Consequences of a low score: The risk of not assessing and understanding the project impact target. They may neglect key elements of the communication and team to evaluate the potential impact on different groups in the organization. Action steps: Complete an assessment of the organization's readiness for change. In Prosci's methodology, an "Organizational attributes" assessment occurs during "Phase 1 - Preparing for change". The assessment examines, among other things, the value system and culture, capacity for change, leadership styles and power distribution, the impact of past changes and the predisposition of the organization toward this change. The results of the assessment provide direction on how to engage different parts of the organization going forward.	1.0

Action steps:
Complete an assessment on the characteristics of the change to understand the specifics of the project. This assessment examines the type of change and the impact on various groups. Completing this type of assessment gives guidelines for future change management work and helps the management team better understand the specifics of the project that it is supporting.



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What is an immediate action step you can take to address a risk?

Tracking Progress – Assessing Project Health Over Time

PCT Applications

Conducting

Evaluating

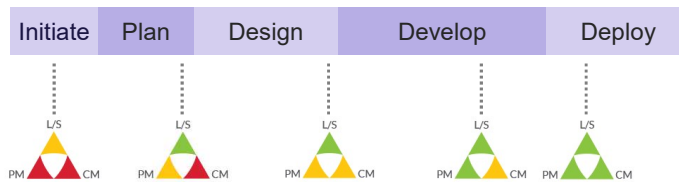
Identifying

Driving

Tracking

Creating

Examining



Assessment Name	Date Created	Responses	L/S	PM	CM
Initiate	01/01/2017	9	21	17	12
Plan	03/01/2017	8	26	21	18
Design	04/01/2017	7	27	23	21
Develop	06/01/2017	7	28	26	24
Deploy	09/01/2017	8	29	27	26



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What is your current phase?
Initiate, Plan, Design, Develop, Deploy

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Creating a Common Vision – Shared Language & Understanding

PCT Applications

Conducting

Evaluating

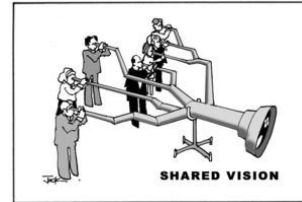
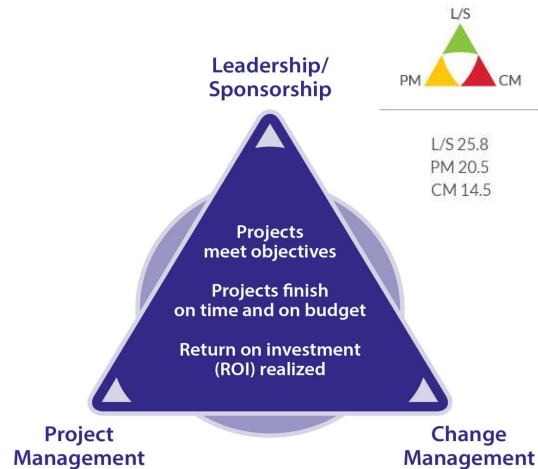
Identifying

Driving

Tracking

Creating

Examining



Project objectives, overall health and health in each corner (PCT Profile):

Identified Risks, Action Items, Approach to Track Progress Over Time

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Examining the Portfolio – For Decision Support

PCT Applications

Conducting

Evaluating

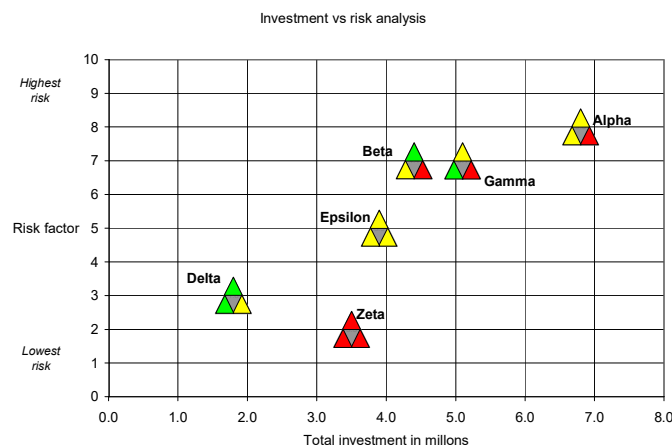
Identifying

Driving

Tracking

Creating

Examining



- Overall portfolio health
- Prioritization and allocation
- Systemic strengths and weaknesses

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How to Leverage the PCT Model

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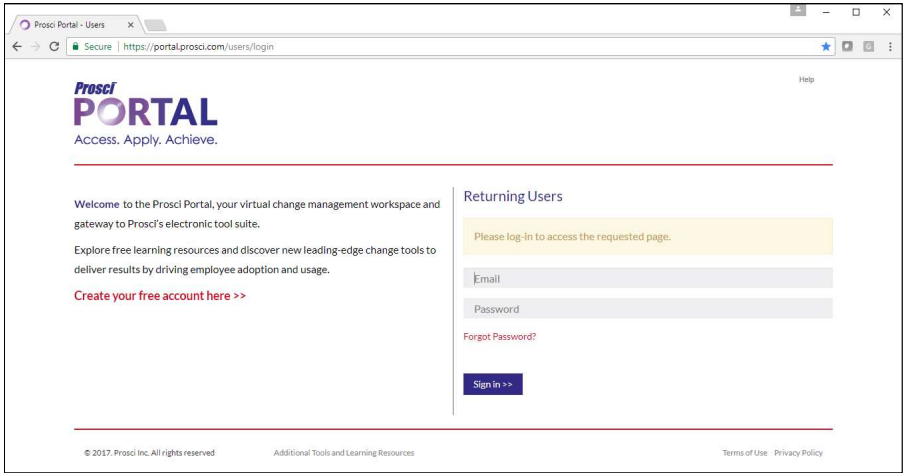
Project Change Triangle™ (PCT) Model

Context	✓ Conducting PCT Assessments	What if there was an intuitive web-app that let you put all of these applications to work on your projects?
PCT Overview	✓ Evaluating Project Health	
PCT Applications	✓ Identifying Risk Factors	
PCT Analyzer	✓ Driving Next Steps	
	✓ Tracking Progress	
	✓ Creating a Shared Vision	
	✓ Examining the Portfolio	

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Project Change Triangle™ (PCT) Model – PCT Analyzer

URL: portal.prosci.com

Context	
PCT Overview	
PCT Applications	
PCT Analyzer	

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Project Change Triangle™ (PCT) Model – PCT Analyzer

The screenshot displays the PCT Analyzer interface with the following components:

- Context**: The top navigation bar.
- PCT Overview**: A secondary navigation bar.
- PCT Applications**: A section for various tools and resources.
- PCT Analyzer**: The main application area, highlighted in purple.
- MyResources**: A section for user-specific resources, including 'Practitioner eToolkit' and 'ADKAR Audiobook'.
- Available for Purchase**: A section for resources available for purchase, including 'CMROI Calculator', 'Business Case for Change Management Template', 'ADKAR Dashboard', 'eBest Practices', 'Maturity Model Audit', and 'Best Practices Audit'.
- 2 Week free Trial**: A prominent call-to-action button.
- PCT Analyzer (Highlighted)**: A resource card for the PCT Analyzer tool, with a '2 Week free Trial' badge.

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Project Change Triangle™ (PCT) Model – PCT Analyzer

The screenshot displays the PCT Analyzer interface with the following components:

- Quickly diagnose and track overall project health**: A key objective of the tool.
- Prosci PCT™ Model**: A diagram showing the relationship between Leadership/Sponsorship, Project Management, and Change Management, leading to project success (meeting objectives, finishing on time/budget, and ROI realized).
- Project**: A central focus area for the current project.
- Survey Collection**: A section for collecting data from various phases.
- PCT Assessments**: A grid of assessment cards for different project phases:
 - Develop Phase Assessment
 - Sustain Phase Assessment
 - Deploy Phase Assessment
 - Design Phase Assessment
 - During Certification (Update)
- Results Summary**: A section for summarizing the results of the assessments.
- Table**: A table showing the results of the assessments, with columns for L/S, PM, and CM, and rows for various metrics.

	L/S	PM	CM
23	16	11	
23	16	17	
27	22	24	
27	27	26	
27	29	28	
30	30	30	

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Project Change Triangle™ (PCT) Model – PCT Analyzer

Quickly diagnose and track overall project health

Project **Project** **t** **t** **t**

PCT Assessment PCT Assessment PCT Assessment

Data Data Data
Data Data Data
Data Data Data
Data Data Data
Data Data Data

How can you define an "Assessment" instance?

Project Stage	Date
Project Start	Feb 1, 2017
Mid Project	April 1, 2017
Validation	July 1, 2017
Pre-Launch	Aug 1, 2017
Launch	Oct 1, 2017

Group	Region
Change Lead	North America
Project Team	Europe
Leaders	Asia

Or any combination

Change Lead @ Start
Project Team @ July 1, 2017
Europe @ Pre-Launch

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Project Change Triangle™ (PCT) Model – PCT Analyzer

Finesta CI/360 Year 1: Information Design Phase Assessment

PCT Profile Narrative

Overall Profile Analysis:
This profile is very encouraging and indicates high likelihood for success with the change processes. The likelihood for success with the change processes is high in project management and change management.

Action Steps:
The actions steps required for this PCT profile are listed below. Address the areas with lower scores. Failure to address these areas may cause the project to be delayed or to fail.

L/S
PM 27
CM 24

PCT Analyzer **Under 20 Inadequate**

Factor Score Breakdown
Analysis of Risk Factors

Risk Factors/Actions

Response Input

1 = Inadequate 2 = Adequate 3 = Exceptional

Leadership/Sponsorship

Leadership/Sponsorship factor assessment

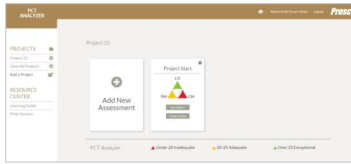
Question	1	2	3
1) The change has an executive sponsor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2) The executive sponsor has the necessary authority over the people processes and systems to authorize and fund the change.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3) The executive sponsor is willing and able to build a sponsorship coalition for the change and is able to manage resistance from other managers and supervisors.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4) The executive sponsor will actively and visibly participate with the project team throughout the entire project.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5) The executive sponsor will resolve issues and make decisions relating to the project schedule scope and resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6) The executive sponsor can build awareness of the need for the change (why the change is happening) directly with employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7) The organization has a clearly defined vision and strategy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8) This change is aligned with the strategy and vision for the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9) Priorities have been set and communicated regarding this change and other competing initiatives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10) The sponsor will visibly reinforce the change and celebrate successes with the team and the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Save Save & Continue

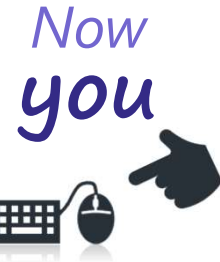
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Project Change Triangle™ (PCT) Model – PCT Analyzer

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PORTAL
Access. Apply. Achieve.



- **Operationalize** the PCT Assessment
- **Evaluate** overall health
- **Identify** risks and **develop** next steps
- **Engage** project team and leaders to collect their data
- **Create** comparative reports over time



<https://pollev.com/changepro>

Which PCT Analyzer feature is MOST important to you right now?

Webinar Agenda

Context

PCT Overview

PCT Applications

PCT Analyzer

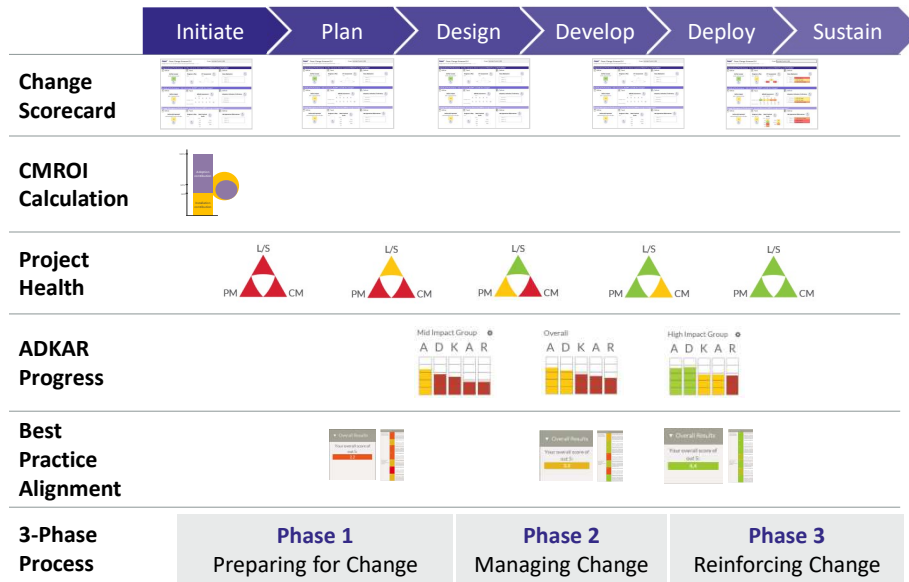
How to Leverage the Project Change Triangle™ (PCT) Model

Bonus Content

Extension #1 – PCT Application in the Prosci Advanced Tool Suite

Extension #2 – Connecting Leadership/Sponsorship to PM and CM

#1: PCT Application in the Prosci Advanced Tool Suite

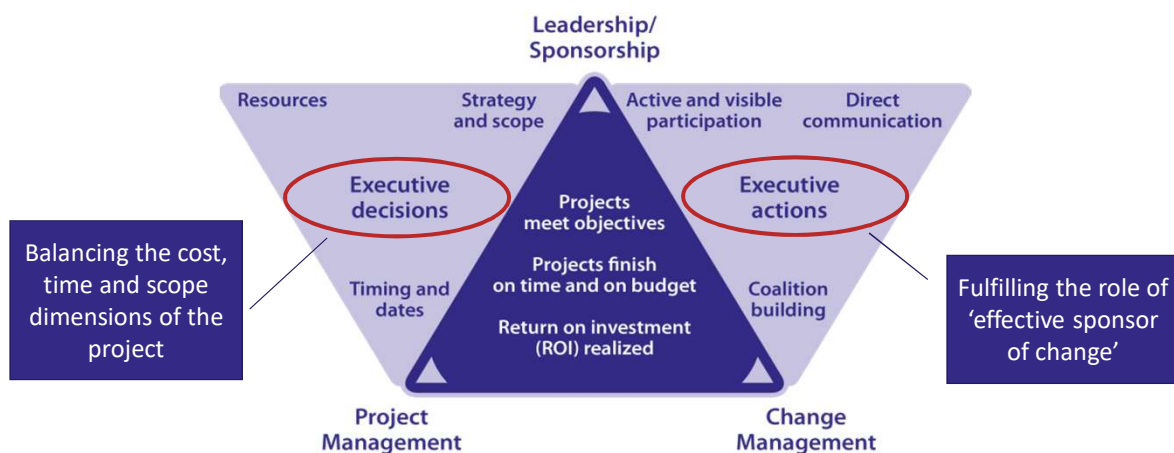


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#2: Connecting Leadership/Sponsorship to PM and CM



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Delivering organizational results by
catalyzing individual transitions

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Build individual change competencies
Apply change management on initiatives
Embed organizational change capability