Build Confidence as a Change Practitioner with Virtual Coaching

www.prosci.com/webinars

1

Agenda

Foundation

- To build confidence in own change management capabilities
- To lean how to effectively engage and mobilize others
- To realize the organizational benefits of effective change management

Interview

Lex Reavis

Senior Organizational Change Manager

CuraScript SD
CARING FOR THOSE WHO CARE™

Alan Hirsch

Change Advisor

Prosci

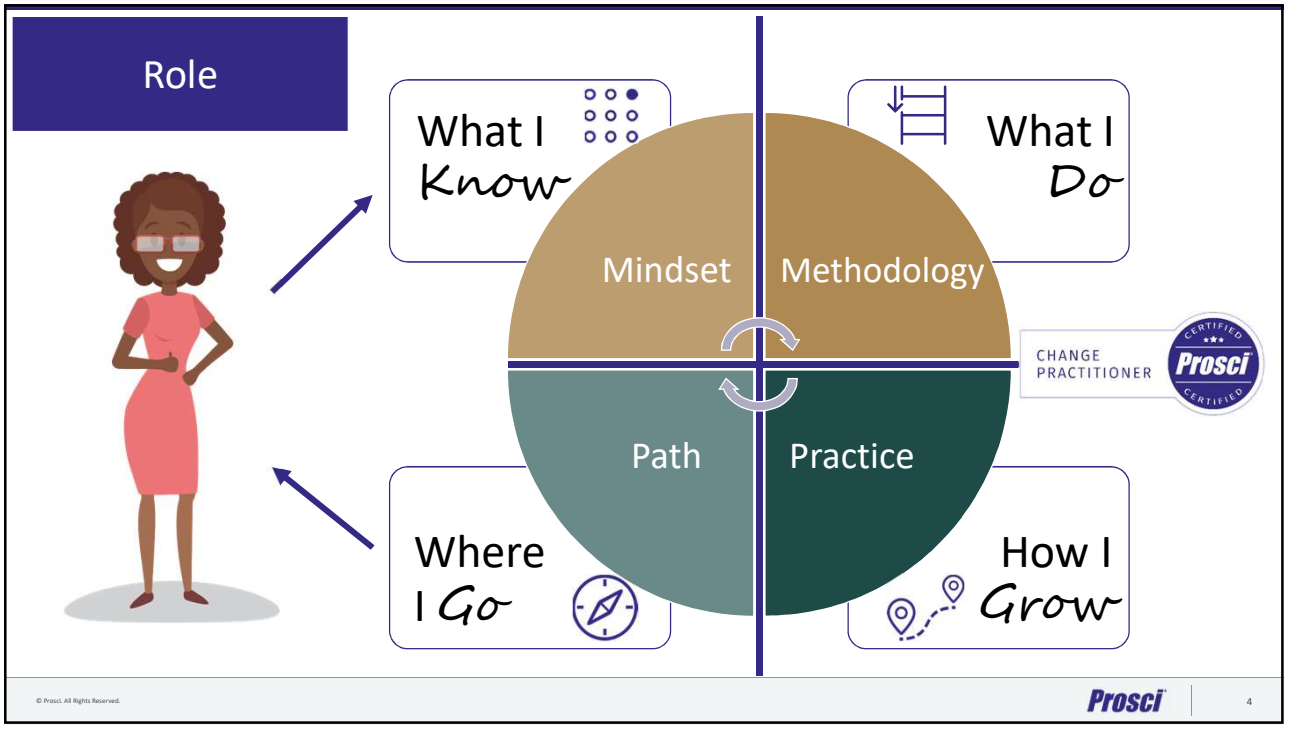
© Prosci. All Rights Reserved.

2

Each person holds so much power within themselves that needs to be let out. Sometimes they just need a little nudge, a little direction, a little support, a little coaching, and the greatest things can happen.

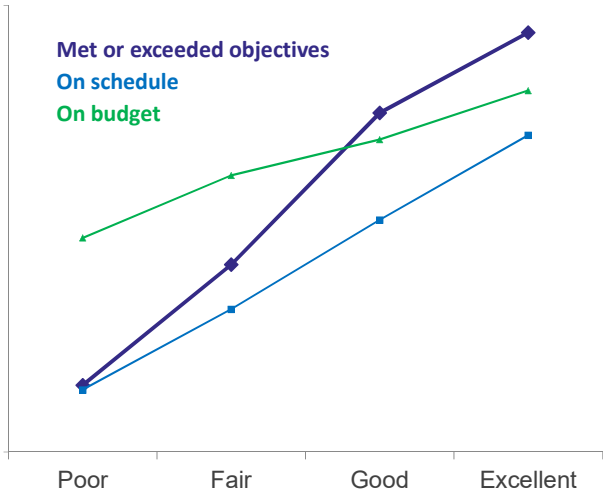
~ Pete Carroll

3



4

Change management contribution to project success



- Improve project results and outcomes
- Drive benefit realization and financial return
- Minimize risks
- Reduce "re" costs

© Prosci. All Rights Reserved.

5

Emergence of change management roles and career paths

According to the 2018 *Best Practices in Change Management* report:

- 49% of participants reported permanent change management position or job roles
- 18% have dedicated career paths
- 27% are actively working to create career paths for change managers

Companies hiring CM roles on LinkedIn (2019)

© Prosci. All Rights Reserved.

6

If you've asked yourself any of these questions?

© Prosci. All Rights Reserved.
Prosci 7

7

Virtual Coaching helps practitioners synthesize their knowledge from certification so they can take action toward achieving desired outcomes on their project.

8

Why do practitioners invest in Virtual Coaching?

To build confidence in own change management capabilities

To lean how to effectively engage and mobilize others

To realize the organizational benefits of effective change management

9

To Build Confidence in their Change Management Capabilities by…

10

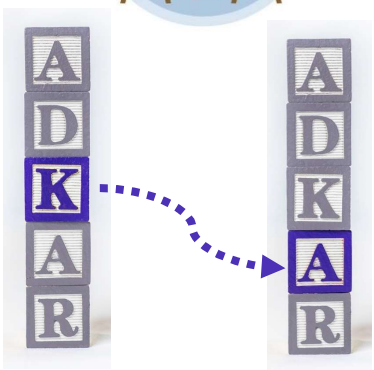
To Build Confidence in your Change Management Capabilities

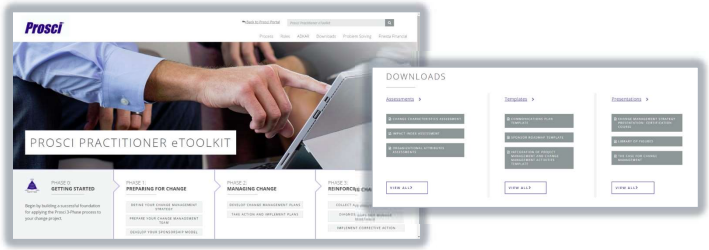
- Making confident, pragmatic decisions underpinned with best practices
- Closing the Knowledge to Ability gap
- Adapting change plans to your unique and dynamic situations
- Learning how to navigating the research, tools, and methodology
- Conquering the feeling of being overwhelmed by where to start or what activities to prioritize
- Leveraging the experience of a coach to answer your questions

© Prosci. All Rights Reserved.

11

Build Confidence in your Change Management Capabilities





© Prosci. All Rights Reserved.

12

To Learn how to effectively engage and mobilize the right people by…

13

To Learn to Effectively Engage and Mobilize the Right People

- Building a business case to get sponsors on board
- Leveraging organizational roles responsible for making changes happen
- Helping build a network and community of support

© Prosci. All Rights Reserved.

14

To Learn to Effectively Engage and Mobilize the Right People

Role	ADKAR Profile						Engagement Tactics
Sponsor						--	…
People Managers						K	…
Project Manager						--	…
CM Practitioner						R	…
Sustaining Sponsor						K	…
Project Team						--	…
Change Agent Network						Ab	…
Employees						Aw	…

© Prosci. All Rights Reserved.

15

To realize the organizational benefits of effective change management by….

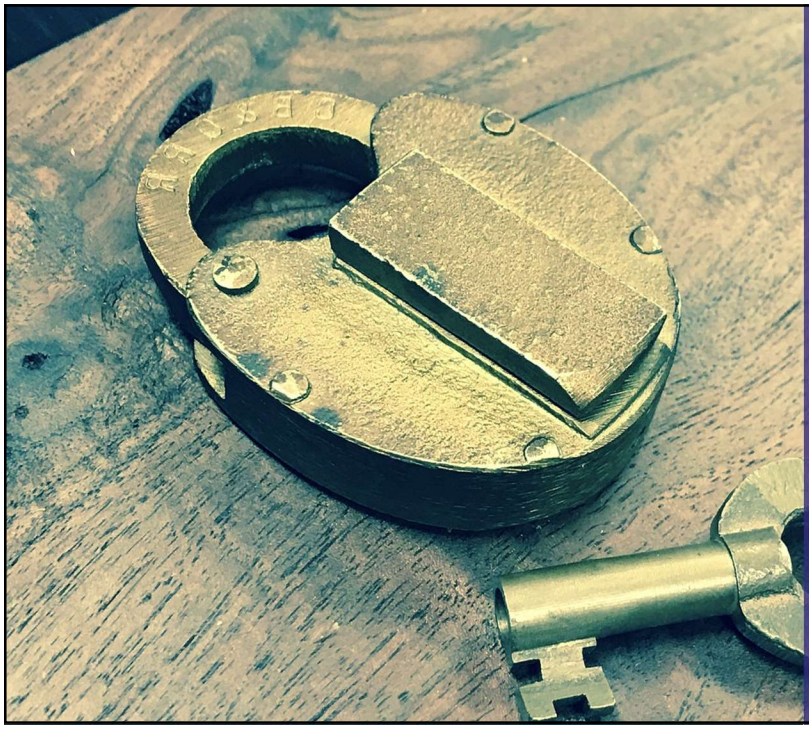
16

To Realize the Organizational Benefits of Good CM by…

- Elevating the status of change management
- Gaining buy-in from stakeholders
- Enhancing organization's probability of project success
- Accelerating speed to results
- Enhancing organizational change capability
- Improving individual skills of key stakeholders

© Prosci. All Rights Reserved.

17



Coaching is unlocking a person's potential to maximize their own performance.
It is helping them to learn rather than teaching them.

~ Timothy Gallwey

18

Interview with a Virtual Coaching enrollee

Lex Reavis

Senior Organizational Change Manager

CuraScript SD
CARING FOR THOSE WHO CARE™

Alan Hirsch

Change Advisor

Prosci

© Prosci. All Rights Reserved.

19

My Experience with

Prosci's Virtual Coaching Program

Lex Reavis, Sr. Organizational Change Manager

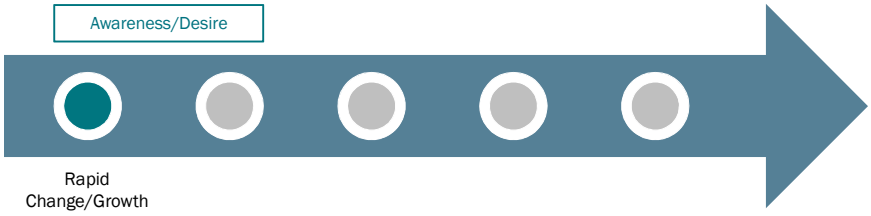
CuraScript SD
CARING FOR THOSE WHO CARE™

© 2019 CuraScript SD. All Rights Reserved.

20

My Prosci Virtual Coaching Experience

How I Came to Participate



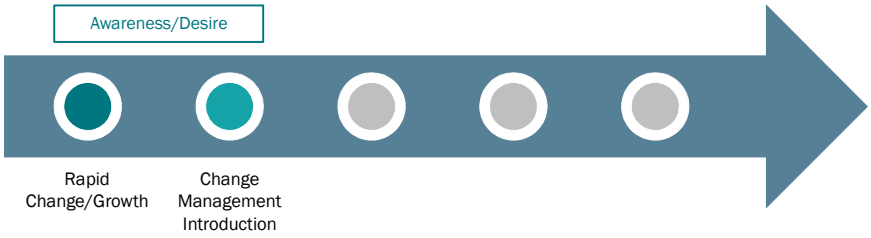
- **End User Advocate to Change Management Practitioner – a natural evolution**

© 2019 CuraScript SD. All Rights Reserved.
CuraScriptSD CARING FOR THOSE WHO CARE™ 21

21

My Prosci Virtual Coaching Experience

How I Came to Participate



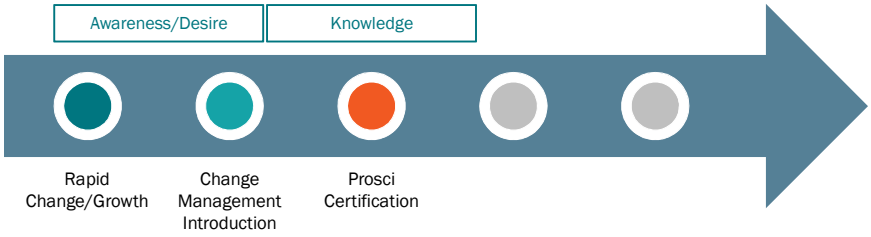
- **End User Advocate to Change Management Practitioner – a natural evolution**

© 2019 CuraScript SD. All Rights Reserved.
CuraScriptSD CARING FOR THOSE WHO CARE™ 22

22

My Prosci Virtual Coaching Experience

How I Came to Participate



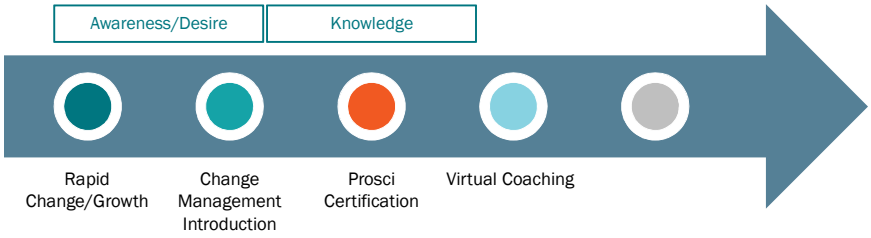
- **End User Advocate to Change Management Practitioner – a natural evolution**
- **Prosci Certification**

© 2019 CuraScript SD. All Rights Reserved.
CuraScriptSD CARING FOR THOSE WHO CARE™ 23

23

My Prosci Virtual Coaching Experience

How I Came to Participate



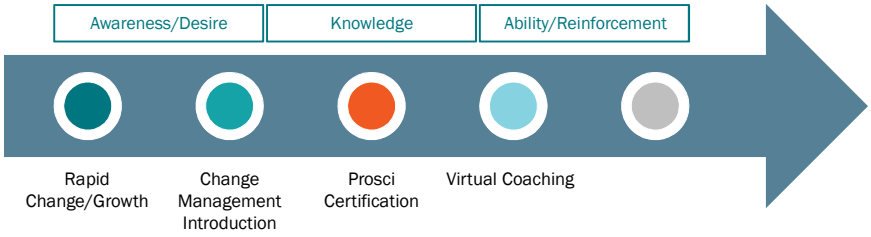
- **End User Advocate to Change Management Practitioner – a natural evolution**
- **Prosci Certification**
- **Choosing the Prosci Virtual Coaching Program**

© 2019 CuraScript SD. All Rights Reserved.
CuraScriptSD CARING FOR THOSE WHO CARE™ 24

24

My Prosci Virtual Coaching Experience

The Benefits of Participating



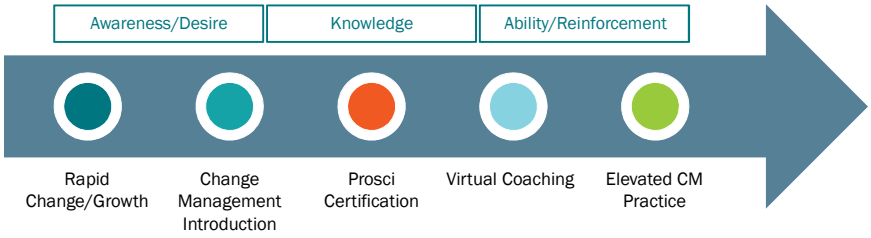
- **Support beginning to end on real life project**
- **Increased clarity with focus on the art of Change Management**
- **Addressed unique challenges and opportunities**
- **Pull the right tool out of the deep Prosci toolbox**
- **Personal Cheerleader**

© 2019 CuraScript SD. All Rights Reserved.
CuraScriptSD CARING FOR THOSE WHO CARE
25

25

My Prosci Virtual Coaching Experience

The Benefits of Participating



- **Support beginning to end on real life project**
- **Increased clarity with focus on the art of Change Management**
- **Addressed unique challenges and opportunities**
- **Pull the right tool out of the deep Prosci toolbox**
- **Personal Cheerleader**
- **Increased confidence in making decisions based on best practices**

© 2019 CuraScript SD. All Rights Reserved.
CuraScriptSD CARING FOR THOSE WHO CARE
26

26

My Prosci Virtual Coaching Experience

The Benefits of Participating

> Prosci's Virtual Coaching program has fast-tracked the growth of our organization's Change Management practice, with practical, actionable support and expertise.

Lex Reavis
Sr. Organizational Change Manager
www.linkedin.com/lexreavis

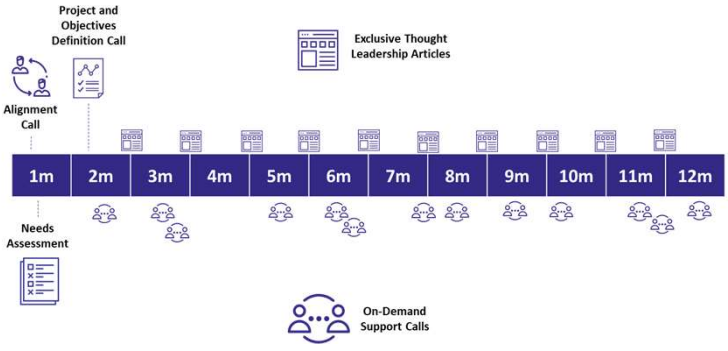
© 2019 CuraScript SD. All Rights Reserved.

CuraScriptSD CARING FOR THOSE WHO CARE™ 27

27

What to expect?

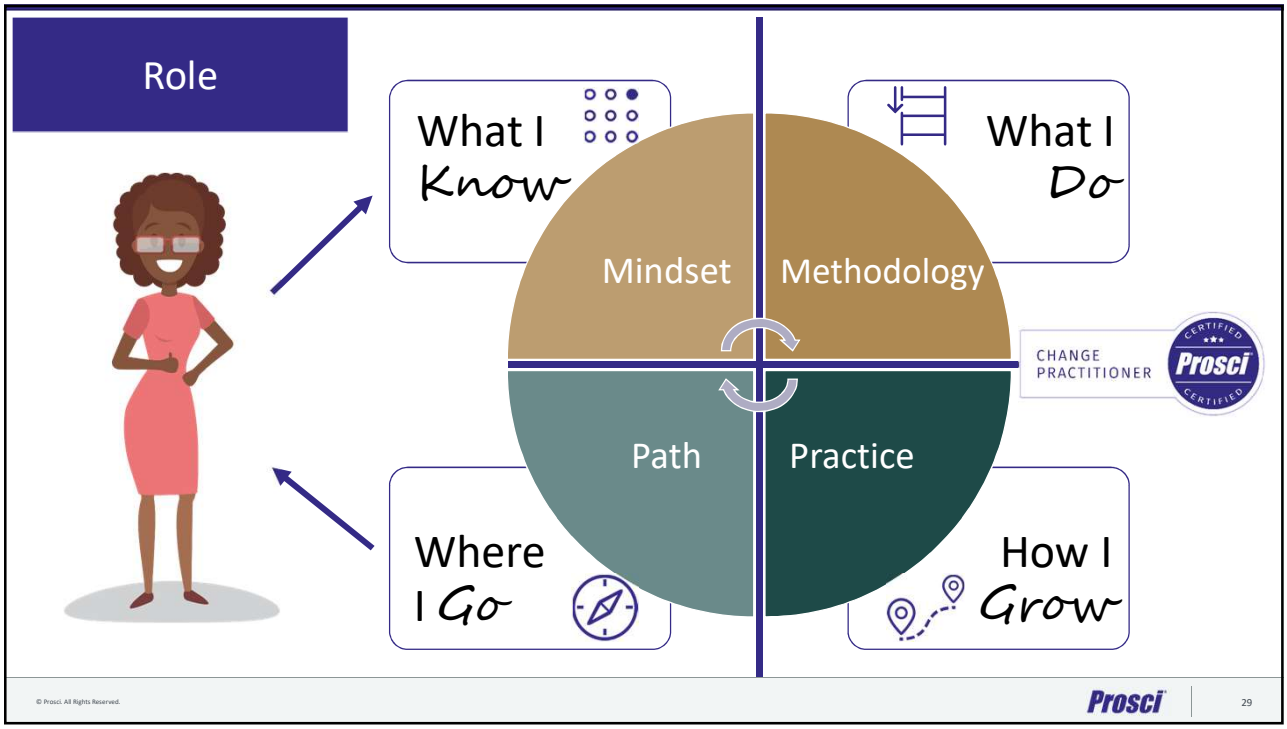
- Structured discovery and alignment sessions
- Individual needs assessment with regular feedback
- Customized support plan
- 12 months of unlimited on-demand support
- Access to tailored thought leadership articles
- Access to knowledge and tools



© Prosci. All Rights Reserved.

Prosci 28

28



29

Questions

What interests you most about the Virtual Coaching for Change Practitioners?

30

VirtualCoaching@prosci.com

31