



FUNDAMENTALS OF CHANGE MANAGEMENT

COURSE OVERVIEW

This one-day experiential learning program provides participants with an understanding of the fundamental concepts and organizational benefit 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 - the first two milestones in the Prosci ADKAR Model.

PURPOSE - LEARNING OBJECTIVES

By the end of the program, participant will:

- Understand the connection between the technical side and the people side of change
- Understand the research and best practices around 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

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PARTICULARS - WORK AGENDA

What Is Change Management?

- Creating a shared definition
- Delivering results and outcomes

Tenet 1: We Change for A Reason

Introducing change to your employees

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

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PEOPLE - WHO SHOULD ATTEND?

- **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

COURSE MATERIALS (INCLUDED)

- Participants will receive:
- Program workbook, assessments and handouts
- Change Management: The people side of Change

DURATION

One Day

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