Afrissance

CHANGE MANAGEMENT CERTIFICATION PROGRAM

COURSE OVERVIEW

Build your Change Management skills and join the thousands of leaders worldwide who are successfully implementing change using the international best practice, Prosci Change Management Process. This intensive and interactive 3-day programme enables you to fast track the implementation of a change at your workplace. The format of the course is a hands-on approach facilitating the work of one of your real projects and applying the learned processes and tools.

PURPOSE - LEARNING OBJECTIVES

- Understand exactly how change management improves organizational results
- Know how to apply a research-based change management methodology and toolset to any future situation
- Be fluent in the fundamentals of change and change management
- Be able to confidently explain the value of change management to your peers and leaders
- Know how to apply the Prosci ADKAR® Model to facilitate individual change
- Have applied the Prosci 3-Phase Process to one of your projects, enabling you to:
- Assess readiness
- Identify impacted groups
- Build a holistic strategy for influencing individual transitions
- Walk away with a change management plan and an executive presentation on the business case for change management
- Gain certification in the Prosci change management methodology and get access to the Prosci change management methodology, tools and materials.

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PARTICULARS - WORK AGENDA

Day 1

- Why change management?
- The ROI of effective change management
- The Prosci ADKAR Model
- Seven concepts of change
- Preparing for change: assessing change readiness

Day 2

- Preparing for change: building team structure and assessing sponsorship
- Managing change: creating customized communication and sponsorship plans
- Executive project plan presentations

Day 3

- Managing change: creating coaching, training and resistance management plans
- Reinforcing change
- Exam
- Graduation

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PEOPLE - WHO SHOULD ATTEND?

- Change leaders
- Project managers
- Change management practitioners
- Continuous improvement specialists
- IT professionals
- Human resource business partners
- Organizational development professionals
- Project team members

COURSE MATERIALS (INCLUDED)

· Program workbook and assessments
- Best Practices in Change Management (Latest Edition)
- Employee's Survival Guide to Change
- Change Management: The People Side of Change
- ADKAR: A Model for Change in Business, Government and our Community

**Materials will be electronic for VILT courses

DURATION

3 Days

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