

## Prosci Change Management Employee Orientation

**INTENDED FOR:** Employees impacted by change

**KEY BENEFIT:** Equip employees to play an active role in making change work

**LENGTH:** One day

**DELIVERY:** Navigo delivers this program onsite for organizations

### Overview

Prosci's research identifies employee engagement and participation as key contributors to a successful change initiative. In contrast, employee resistance can derail any initiative, from a small process change to a high-investment strategic initiative. Giving employees the knowledge and ability to achieve successful personal transitions can transform your organization from a culture of resistance to a culture of resilience. This program equips employees to play an active role in making change work.



### Who should attend

Employees in your organization who are being impacted by changes. The program is most effective when employees who are impacted by the same changes attend together.

### Why attend

Participants will:

- Evaluate a current change to understand how they are being impacted
- Understand how to communicate about a change in a way that is proactive and productive
- Learn how to use the Prosci ADKAR Model to identify their resistance to the change
- Identify helpful tactics for overcoming their own resistance
- Become confident and empowered in the change process rather than feeling victimized

## Program materials

Every participant receives:

- ADKAR: A Model for Change in Business, Government and Our Community
- Program workbook, assessments and handouts
- Employee Survival Guide to Change



## Program content



### Prosci's ADKAR Model

- Awareness of the need for change
- Desire to participate and support the change
- Knowledge on how to change
- Ability to implement required skills and behaviours
- Reinforcement to sustain change

### Understand the change process

- Understand the relevance of the three states of change: current, transition and future
- Learn how the organization's culture and values influence reactions to change
- Realize that resistance is a natural human reaction to change and assess your current position on the change
- Learn how to effectively communicate during times of change

### Take control of change

- Apply the ADKAR model to support your individual change

### Engage in the change

- Understand the impacts of the change
- Assess your current level of ADKAR with respect to the change
- Develop an individual action plan to address personal barrier points to the change

## Program Instructor Andrew Horlick



Andrew is an accomplished corporate coach and organization development consultant with more than 30 years of experience supporting executives, managers, professionals, and teams to successfully implement organizational change. He is a Certified Change Management Professional™ and a Prosci® Certified Advanced Instructor.

## About Navigo Consulting & Coaching

Navigo helps clients successfully navigate change. As a Prosci® Authorized Training Provider, Navigo delivers onsite programs that increase the competencies of people throughout organizations to effectively implement and sustain change. We also provide coaching support and consulting services to help our clients bridge the gap between change management knowledge and ability.