

## Prosci Fundamentals of Change Management

**INTENDED FOR:** Decision makers wanting to deepen their understanding of change management

**KEY BENEFIT:** Develop an understanding of the fundamental concepts and benefits of effective change management

**LENGTH:** One day

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

### Overview

This interactive program provides participants with an understanding of the fundamental concepts and organizational benefits of effective change management. The program develops the awareness and desire of participants to gain additional knowledge regarding why and how to apply change management in their organizations.

#### Who should attend

- Senior leadership evaluating how change management can benefit their organization
- Key stakeholder groups that are impacted by significant organizational changes
- High-potential leaders that need a better understanding of change management fundamentals

#### Why attend

Participants will:

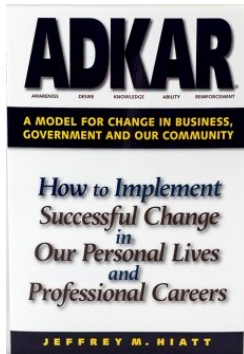
- Establish a shared definition of change management
- Understand why change management is important and how it impacts organizational outcomes



## Program materials

Every participant receives:

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



## Program content

### What is change Management?

- Understand three key elements of effective change (Prosci Project Change Triangle)
- Create a shared definition of change management

### Why is Change Management Important?

- Identify why change management is important
- Learn three approaches for explaining the value of change management

### The Impacts of Change Management

#### Individual Change Management

- Understand how organizational change management is a consequence of individual change
- Learn how Prosci's ADKAR model can be used to support individual change

#### Organizational Change Management

- Get introduced to the Prosci 3-Phase Change Management Process – the framework for achieving organizational change
- Learn how the 3-Phase Change Management Process and the ADKAR model integrate to create positive organizational outcomes

#### Managing Resistance

- Gain an understanding of the importance of resistance management during change
- Learn ten steps for managing resistance

#### Commitment to action

- Identify key learnings
- Develop an action plan, including accountability measures

## 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.