

Prosci Change Management Program for Managers

INTENDED FOR: People managers who are leading change with their employees

KEY BENEFIT: Learn how to proactively apply a process and set of tools to ensure your employees are able to successfully adopt and use changes

LENGTH: One day

DELIVERY: Navigo delivers this program onsite for organizations

Overview

Managers play a critical role during times of change. Prosci's research reveals that employees look to their managers first to understand both the importance of changes and how they will be personally impacted. The research also reveals that many managers underestimate the importance of their role in change or are unsure how to effectively lead change with their employees.

This program acknowledges that people managers are employees first and gives them the opportunity to identify and address their own barriers to change. Then, they learn how to proactively apply a process and set of tools to ensure their employees are able to successfully adopt and use changes. By clearly defining their role and equipping them with a practical approach for leading change, managers will be able to improve success rates for the organization's change initiatives.



Who should attend

- People managers – senior managers, middle managers and supervisors who are responsible for leading their employees through change
- This program is not intended for change practitioners or project managers who are responsible for building change management plans. Please refer to the Prosci Change Management Certification Program.

Why attend

People managers will:

- Understand how effective change management improves business results
- Learn the critical role of the manager in the change process and identify opportunities to improve their effectiveness as change leaders
- Assess a current change impacting their team and learn how to use a practical process and set of tools to support their employees through the change
- Learn how to apply the Prosci ADKAR model to identify barrier points that are preventing employees from successfully adopting and using a change
- Create action plans to support employees to overcome barriers to change

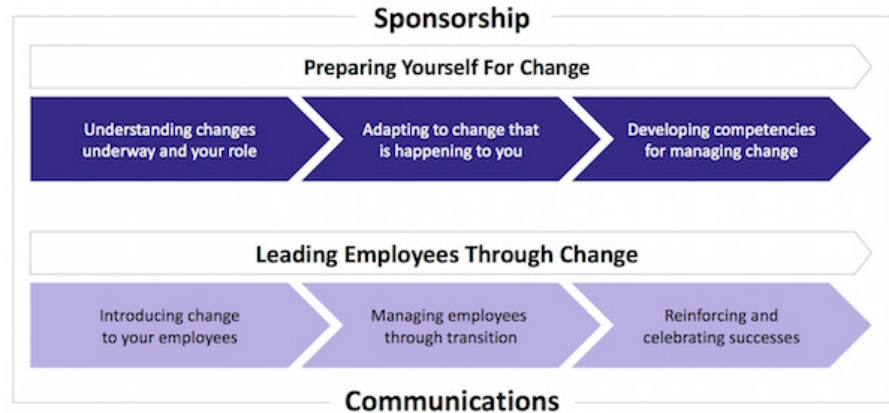
Program materials

Every participant receives:

- ADKAR: A Model for Change in Business, Government and Our Community
- Program workbook, assessments and handouts
- Change Management: The People Side of Change
- Prosci Benchmarking Report: Best Practices in Change Management
- Employee Survival Guide to Change
- Change Management Guide for Managers toolkit



Program content



Change is a process

- Explore the connection between effectively applying change management and achieving business results
- Understand the three states of change
- Learn how to use the Prosci ADKAR model to support individual change

Preparing yourself for change

- Understand the changes underway and your role
- Adapt to the change that is happening to you and your team

- Gain new insights by reviewing Prosci's Best Practices in Change Management Report
- Learn the five critical roles you play in leading your team through change

Leading your employees through change

- Introduce change to your employees
- Manage your employees through the change transition
- Reinforce and celebrate successes
- Connect back to the project

Next steps

- Identify specific actions to improve your effectiveness as a change leader

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.