

Prosci Change Management Sponsor Program

INTENDED FOR: Executives and senior leaders

KEY BENEFIT: Become a more effective change leader and improve change outcomes

LENGTH: One day

DELIVERY: Navigo delivers this program onsite for organizations

Overview

Active and visible executive sponsorship has been identified as the greatest contributor to successful change in all nine of Prosci's benchmarking studies conducted over the last 18 years. The research also reveals that over half of sponsors have a less than adequate understanding of what they need to do to effectively lead change. The Prosci Change Management Sponsor Program provides senior leaders with the knowledge to become more effective change leaders and improve change outcomes for their organizations.

The program focuses on your organization's current portfolio of change initiatives to demonstrate the critical connection between effective change management and achieving business results. The program content is based on best practices research and includes practical tactics that are immediately applicable.

Who should attend

- Executives and senior leaders who are sponsoring change initiatives

Why attend

Executives and senior leaders will:

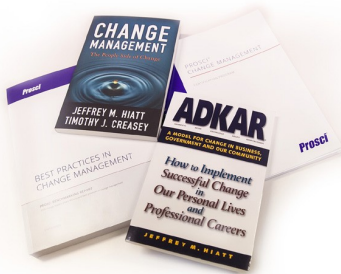
- Understand how effective change management improves business results
- Learn how to position their change initiatives for success
- Deepen their awareness of the critical role of the sponsor and identify opportunities to improve personal effectiveness as a change leader
- Learn how to build the capability of their organization to successfully implement and sustain change



Program materials

Every participant receives:

- Prosci Executive Guide to Change Management
- 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



Program content

Set the stage for change management

- Explore the connection between effectively applying change management and achieving business results
- Assess the overall health of your strategic change initiatives using the Prosci Project Change Triangle
- Gain new insights by reviewing Prosci's Best Practices in Change Management Report

Position your projects for strategic success

- Learn the benefits of using a structured change management approach
- Evaluate your current change portfolio to identify project and people-side risks
- Identify and address the consequences of change saturation

Position yourself for sponsorship success

- Learn the three critical roles of sponsors
- Understand how to avoid the common mistakes that sponsors make
- Assess your competency as a sponsor and identify tactics to improve effectiveness in leading change

Position your organization for change success

- Measure change management maturity and build enterprise change capability
- Understand how to help managers to drive adoption and usage of change amongst impacted groups
- Apply Prosci's ADKAR model to support successful change at an individual level

Next steps

- Identify specific actions you can take, individually and collectively, to position your projects, yourself and your organization for change success

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.