

Prosci Fundamentals of Change Management

INTENDED FOR: Individuals who need to understand the value of applying change management on specific projects or enterprise-wide

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 highly interactive program provides participants with an understanding of the fundamental concepts and organizational benefits of effective change management. Participants apply five tenets of change management to their change initiatives to build awareness and desire for change management.

Who should attend

- Senior leaders evaluating how change management can benefit their organizations
- Members of key stakeholder groups that are impacted by organizational changes
- High-potential leaders who want to increase their understanding of change management fundamentals
- Change agents who need to understand fundamental concepts and establish a common language with change practitioners
- Project team members who need to understand the benefits of applying change management on their projects

Why attend

Participants will:

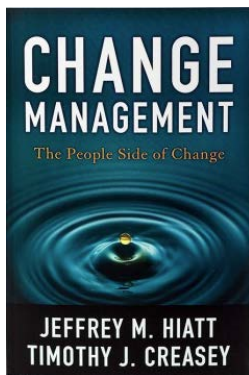
- Establish a shared definition of change management and how it impacts organizational outcomes
- Understand the value of change management
- Learn and apply the five tenets of change to an initiative
- Develop a commitment to action plan



Program materials

Every participant receives:

- Change Management: The People Side of Change
- Program workbook, assessments and handouts



Program content

The Foundation of Successful Projects

- Both project and change management are required for successful change
1. **We Change for a Reason**
 - Identify internal and external driving forces for change
 - Recognize that change is a process, not an event
 2. **Organizational Change Requires Individual Change**
 - Individual change enables organizational change
 - Identify impacted groups and how their roles will be affected by change
 3. **Organizational Outcomes are the Collective Result of Individual Change**
 - Three human factors for measuring individual change
 - Change management can mitigate negative consequences
 - The people dependency of the ROI for a change

4. **Change Management is an Enabling Framework for Managing the People Side of Change**
 - Establish a shared definition of change management
 - Apply diagnostics and assessments
 - Top contributors to change management success
 - Three phase organizational change management process
 - Roles in change management
 - Dealing with resistance
5. **We Apply Change Management to Realize the Benefits and Desired Outcomes of Change**
 - Likelihood of project success increases if we apply a structured approach to manage change

Engaging Now: Action Plan and Next Steps

- Develop a commitment to action plan

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.