

INTERMEDIATE WORKSHOP FOR PROJECT MANAGERS

Integrate people planning in your projects

Ideally suited for:

- Project and Programme Managers
- Project teams
- Teams in PMOs

2-day Intermediate workshop: Better integrate people planning in your projects

While change brings with it new opportunities and growth. Planning and executing change projects comes with obstacles and challenges that need to be managed and maintained by project managers for success.

This high-value workshop enables Project and Programme to access a structured Change Management approach, skills, methods and tools - to significantly improve project performance.

The workshop provides:

- **Accelerated learning** and planning for 6 – 15 max. participants
- The ability to **work on a live project** in their organisation
- A proven, globally recognised, researched-based methodology
- Digital SaaS application licencing for Roadmap Pro® **process, tools and analytics**
- **Expert facilitation** action-learning and application coaching

3 key benefits of attending



Initiate local change initiatives right, first time and in a people-centred way



Integrate Change and Project Management processes



Drive continuous improvement and performance change in your area

Learning objectives

During this **2-day action-learning Intermediate Workshop**, Project and Programme managers work on live projects. To plan and deliver a project in a people-centred way; with a specific focus on:

- **creating a compelling case for change** to share that directs and motivates key people in your business
- developing a **network of prepared change leaders**
- **designing the right engagement processes** for the project
- **preparing line managers** to drive local deployment, build commitment, bridge skill gaps and manage change-related resistance
- using the right **people measures to quickly diagnose risks** as well as measure and track change progress
- how best to **integrate Change & Project Management plans** using a structured approach and metrics

What you will receive

Inputs

- **2 days** (14 hours) + up to 2 hours of pre-work
- **9 multi-lingual risk & readiness** assessment tools
- Detailed **participant handbook** + change & project management plan

Outputs

- Detailed **people-risk** profiling
- Detailed Change Management and workstream plan of **risk mitigating actions** for a current change
- **Additional project deliverables** – inc. messaging and communications plan, engagement strategy and detailed involvement planning, leader development/preparation plans, stakeholder management



Proven PCI®
(People-Centred
Implementation)
Change
Management
Framework

12 months licence
access to our
digital Change
Management
application
Roadmap Pro®



Workshop agenda

Talk to us about tailoring this workshop to your specific business needs.

Day 1

1. **Position change management** with key stakeholders
2. **Define the change** - key messages and create the Elevator Speech
3. **Map the Change Network** to highlight key stakeholders and potential risk areas
4. **Create baseline impact & people risk profile** for impacted groups in your Change Network
5. Build **stakeholder management** strategy
6. Build support and develop plans to **prepare change leaders for their role** in the project

Day 2

1. **Create engagement strategy & specific process plans for:**
 - Involvement; ongoing Communications
 - Learning & Rewards
2. **Local deployment planning**
 - Prepare local managers for deployment
 - Tailoring change messages
 - Local commitment building actions
 - Understanding and managing change resistance
3. **Integrated planning measuring, tracking and reporting**

Just some of the organisations benefitting
from this capability globally



“ This was one of the most successful projects I have led. We built high engagement both centrally and globally and user acceptance rates have been very high for the new HR system we deployed. ”

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Visit <https://www.changefirst.com/training/change-projects-intermediate>