



Changefirst

BUILD A CHANGE EXPERT COMMUNITY INTERNALLY

With an agile Train-the-Trainer approach



This is best suited for organisations who are looking to build and scale their change capabilities from within their organisation.

Train-the-Trainer: Create agility in your internal Change Training

Build a network of internal coaches and master trainers that enables your organisation to build change agility from within.

Individuals build their skills and credibility to coach, train and develop others in 3 core change roles in the organisation – the **Executive Sponsor**, the **Change Agent** and the **'Local' Sponsor or Line Manager**.

During the programme, you spend 3 days practising how to teach the programmes in the way that best suits your organisation and you will:

- **receive feedback** from both workshop peers and our expert facilitators to improve delivery
- **prepare for your observation** day to finalise Master Change Trainer Certification

3 key benefits of attending



Build change capability from within



Gain the skills and credibility to coach, train and develop others



Scale your change capability quickly



Learning objectives

This approach focuses on developing skills to help:

- develop the **internal skills** to support effective change and transformation
- **manage the cost** of change capacity building
- build change **agility internally**

What you will receive



Detailed **Train-the-Trainer Facilitator Guides** including slides, key messages, activity directions, timing considerations, and how to prepare for each programme



Trainer resources including pre-prepared flip charts, participant workbooks, relevant hand-outs and references



Facilitator guidance, individual coaching and delivery tricks and tips – all in a safe place to learn and practice

A value-packed programme agenda

This is a sample agenda . But talk to us about modularising or tailoring this Train-the-Trainer programme to your specific business needs.

Day 1 - Change Agent Practitioner Programme

Preparing for a programme

- materials, pre-work, logistics, digital application licencing/access

PCI® & 6 Critical Success Factor methodology review

- common questions, appropriate positioning with people in project/change agent roles

Practice delivery

- initiating a change with a clear purpose
- change network mapping and analysis
- using digital tools effectively

Practice delivery

- Change Network Mapping & Stakeholder Management Planning

Day 2 - Change Agent Practitioner Programme

Practice delivery

- Stakeholder Management
- Engaging change leaders

Engagement best practice mind mapping

- 4 engagement processes
- Building the Engagement Strategy

Roadmap Pro application mastery

Practice delivery

- preparing local sponsors for their role
- understanding and building commitment to change

Practice delivery

- managing resistance and tracking change progress

Day 3 - Executive Briefing Programme

Preparing for the programme

- Materials, pre-work, logistics
- Positioning the model and key concepts appropriately with senior sponsors
- Handling common questions and objections

Line Managers – Leading teams through Change

- Preparing for the programme – materials, pre-work, logistics
- Appropriate positioning for local sponsors/managers
- Building high-level change plans

Live Delivery preparation

- Facilitator tricks and tips
- Co-facilitation vs. solo facilitation

Just some of the organisations benefitting from this capability globally



“ Changefirst provided highly cost effective skills, methods and tools to help us equip a large group of managers to drive change locally and affect performance change with their teams ”

Change Director
Financial Services

Visit <https://www.changefirst.com/training/train-the-trainer>