



# CHANGE MANAGEMENT TRAINING AND CERTIFICATION WORKSHOP

Enabling highly effective, agile Change Planning and Deployment for Change Agents



**Ideally suited for:**

- Project and Change Managers
- People and OD Experts
- Independent Change Management consultants

## 3 day programme for Change professionals (virtual or face-to-face)

During this workshop **groups and transformation teams of 6 – 12 specialists** are immersed for 3 days in a robust Change Management Practitioner action-learning programme based on our globally recognised PCI methodology.

**Ongoing digital change management application access to Roadmap Pro®**, is included with this programme, so attendees can continue to leverage this capability on future projects.

It is focused on helping Change Agents build and execute agile, people-centred plans **that turn change strategy into tangible business results.**

Practitioners work on live change initiatives and workstreams, solving real business problems. **Learning is immediately tried and tested “in-programme”** and attendees work with our digital toolkit to improve productivity and accelerate and advance Change Management practices.

## 3 key benefits of attending



3-days of immersive action-learning to gain the knowledge, advanced skills, agile processes and tools to drive successful change initiatives in your organisation



Access to a best-in-class digital change management application with practitioner tools and resources to boost Change Management productivity and agility



Differentiate yourself, boost your CV in a highly competitive marketplace. Build the fluency and confidence to deliver organisational value

## Learning objectives

The learning and application of a **structured, agile Change Management methodology and approach** that enables you to:

- **Create and share a compelling case** for change that directs and motivates key people in your organisation
- **Develop a network** of prepared change leaders to provide direction, guidance and support for strategic change
- Design and **implement the engagement processes** needed to communicate with, involve, up-skill and reward people for their part in the successful delivery of change

All built into flexible, **detailed change workstream plans** around agile processes that align with project activities



# What you will receive

## Inputs

- **(21 hours) workshop training** + up to 2 hours of pre-work
- 9 Multi-lingual Risk & Readiness diagnostic tools
- People data to **build a detailed plan** during the workshop
- Detailed **participant handbook**

## Outputs

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



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

12 months' licence to digital Change Management application Roadmap Pro®



Changefirst Change Management Practitioner Certification

## Programme Agenda

### Position change management

- Positioning with key stakeholders
- Define the change - key messages and create the Elevator Speech

### Map the Change Network

- To highlight key stakeholders and potential risk areas
- Create baseline impact & people risk profile for impacted groups in your Change Network

### Build stakeholder management strategy

- Prepare Change leaders for their role with detailed support plans

### Create specific engagement plans for:

- Involvement
- Rewards & Incentives
- Training/Learning
- Ongoing communication

### Prepare local managers for deployment:

- Managers' readiness Managers' behaviour as local sponsor

### Local deployment planning

- Tailoring change messages
- Local commitment-building actions
- Work collaboratively with local Change champions

### Local deployment planning (cont.):

- Understanding and change related resistance
- Integrated and agile planning measuring, tracking and reporting:
- Best tools, timing, process

### Independent case-study application

To demonstrate:

- Ability to explain value
- Handling questions and objections
- Interpreting change data
- Building data-driven plan

### Workshop Review & Evaluation

- Objectives and expectations
- Next steps

Just some of the organisations benefitting from this capability globally



## Talk to us about Change Management Training Workshops

If you would like to provide Change Management Training and Certification workshops in your organisation - talk to us now about embedding this capability.

[CONTACT US](#)

Looking for open enrolment programs? Visit <https://www.changefirst.com/training/change-agent>