Taking Charge of Change

This virtual instructor-led training workshop provides participants with an understanding of the fundamental concepts and organizational benefits of effective change management. The online Taking Charge of Change workshop applies five tenets of change management to a specific project or change initiative to build awareness and desire for change management.

Who Is This Course For?

- Senior leadership evaluating how change management can benefit their organization
- High-potential leaders that need a better understanding of change management
- Key stakeholder groups that are impacted by significant organizational changes
- Change agents who need to understand fundamental concepts and establish a common language with change practitioners
- Project teams that need to understand what it means to apply change management

This workshop is not designed for change management practitioners and does not include any level of certification.

Learning Objectives

During the Taking Charge of Change workshop, participants will:

Establish a shared definition of change management and how it impacts organizational outcomes

- Understand the connection between the technical and people sides of change
- Understand the research and best practices around change management

Understand the value of change management

Learn and apply the five tenets of change to an initiative

- Complete diagnostics and assessments for the initiative
- Understand and apply the Prosci ADKAR® Model for individual change
- Develop an awareness of the three phases of organizational change

Develop a 'commitment to action' plan

Agenda

What is change management?
- Creating a shared definition
- Delivering results and outcomes

Tenet 1: We change for a reason
- The reasons for change
- Change as a process

Tenet 2: Organizational change requires individual change
- Individuals as the unit of change
- Impacted groups and aspects of job change

Tenet 3: Organizational outcomes are the collective result of individual change
- Connecting individuals to organizational change
- ROI factors of effective change

Tenet 4: Change management is an enabling framework
- Diagnostics and assessments
- Top contributors to success
- Change management roles
- Resistance management

Tenet 5: We apply change management to realize the benefits of change
- Mobilizing adoption and usage
- Action items and next steps

Course Materials

Participants will receive:
- Program workbook, assessments and handouts
- Introduction to Change Management eLearning module
- Access to digital assets via the Prosci Portal