

TRAINING PROGRAM

CHANGE MANAGEMENT EMPLOYEE ORIENTATION

The Change Management Employee Orientation program gives employees the ability to process changes that are impacting them. This one-day program equips front-line employees with the framework and skills to lead themselves through change and transform their organization from a culture of resistance to a culture of resilience.

Who is this program for?

This program is for employees who are being impacted by change. It is most effective when employees impacted by the same changes can attend the program together.

Learning Objectives

During the Change Management Employee Orientation program, participants will:

- Evaluate a current change in their jobs to understand and internalize learning
- Learn how to use the Prosci ADKAR® Model to identify their points of resistance
- Discover how to communicate about a change in a way that is productive and proactive
- Create proactive strategies for overcoming their own resistance
- Become confident and empowered in the change process rather than victimized by it

Materials Included:

Participants will receive:

- Program workbook
- Employee's Survival Guide to Change or ADKAR: A Model for Change



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PROGRAM AGENDA

Morning:

- Change is a process
- Organizational change history and values
- Resistance and emotional reactions to change

Afternoon:

- Emotional reaction to change
- Senders and receivers
- Prosci ADKAR Model
- Developing your own action plans

INFORMATION AND REGISTRATION

More information about our training schedule and costs for this program on our website www.tpsoc.eu

We welcome any question you have about our training programs and advisory services.

E-mail info@tpsoc.eu



About The People Side of Change

The People Side of Change is a company that helps organizations build internal competency to lead change, from top-level executives to front-line employees with training and consultancy in Prosci's methodology and tools. Based on their research, the Prosci methodology provides a structured process and easy-to-use tools to prepare yourself for effective change implementation.

We are a **Primary Affiliate for Prosci®** and offer a number of training programs in change management. As a Primary Affiliate our trainers are trained and certified by the Prosci organization. We provide skilled instructors and poised facilitators of Prosci's change management programs. With our training programs, we ground you in Prosci's philosophy and principles to build your change management capability and competency.

About Prosci and the Prosci Methodology

Founded in 1994, Prosci is the global leader in change management and the provider of choice for 80% of Fortune 100 companies. Prosci combines scientific research with the people side of change to deliver results-focused solutions that enable clients to achieve change outcomes and grow organizational change capability. Prosci maintains the world's largest body of change management research—the basis for the company's tools, methodologies, services, and role-based development programs. To date, Prosci has certified over 65,000 change management practitioners worldwide. The company is headquartered in Fort Collins, Colorado, with offices in Halifax, Canada, and Sydney, Australia, and more than 25 certified Prosci Partners around the globe. Prosci is always expanding directly and through its partner network to ensure change success for clients no matter where they are located.

The **Prosci® ADKAR® Model** is one of the most widely used change management models in the world. It focuses on the transition of individuals as they are affected by change within an organization. Because organizations don't change, people do!

The **Prosci® 3-Phase Process** brings a suite of turn-key tools and resources to your change objectives that easily scale and adapt to the unique characteristics of your change and of your organization.