

TRAINING PROGRAM

# CHANGE MANAGEMENT PROGRAM FOR MANAGERS

In this program, managers gain the skills to address barriers to change and lead their teams proactively to a future state with improved organizational results. This one-day Change Management Program for Managers defines their role in change and provides managers with the practical framework and toolset they need to be effective change leaders.

## Who is this program for?

Designed to build change competency in anyone who manages employees through change, this program targets front-line supervisors through to senior directors. Please note, this program is not intended for change practitioners or project managers responsible for building change management plans (please see Prosci Change Management Certification).

## Learning Objectives

During this program, managers will:

- Understand foundational aspects of change management and the critical role managers play in the change process
- Gain an appreciation for the impact of change management on organizational results
- Learn a practical framework for processing the many changes that impact them
- Work within the context of a current change impacting their team
- Practice using the tools available to them in the Change Management Guide for Managers toolkit
- Understand how to apply the Prosci ADKAR® Model to facilitate individual change and identify reasons for employee resistance
- Create action plans to move employees past barrier points and to the desired future state

## Materials Included:

Participants will receive:

- Program workbook, assessments and handouts
- Best Practices in Change Management
- Change Management: The People Side of Change
- Employee's Survival Guide to Change
- ADKAR: A Model for Change



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## PROGRAM AGENDA

Morning:

- How change management impacts organizational results
- The process for leading people through change
- Key concepts in change management
- Change management research and best practices
- Prosci ADKAR Model for individual change

Afternoon:

- Introducing change to employees
- Facilitating employees through the change transition
- Identifying and managing resistance
- Reinforcing and celebrating successes

## INFORMATION AND REGISTRATION

More information about our training schedule and costs for this program on our website [www.tpsoc.eu](http://www.tpsoc.eu)

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

E-mail [info@tpsoc.eu](mailto: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.