

TRAINING PROGRAM

TAKING CHARGE OF CHANGE

Deepen your understanding of change management and its value.

This virtual instructor-led training workshop delivers the fundamental concepts of change management and establishes how effective change management can benefit your organization.

In an online experiential format, this workshop applies five tenets of change management to a specific project or change initiative to build awareness and desire for change management—the first two milestones in the Prosci ADKAR Model.

Who is this program for?

- (Senior) leadership / leaders evaluating how change management can benefit their organization and 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

The workshop is not intended for change practitioners / managers or project managers responsible for building change management plans.

Learning Objectives

During the program, participants will:

- Establish a shared definition of change management and how it impacts organizational outcomes
- Understand the value of change management
- Learn and apply the five tenets of change to an initiative
- Develop a commitment-to-action plan

Materials Included:

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



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PROGRAM AGENDA

What is change management?

- Creating a shared definition, Delivering results and outcomes

Tenet 1: We change for a reason

- Introducing change to your employees, 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

- Connect 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

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.