



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

## About the workshop

This instructor-led training workshop provides participants with an understanding of the fundamental concepts and organisational benefits of effective change management.

The 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 should attend?

*High-potential leaders that need a better understanding of change management*

*Key stakeholder groups that are impacted by significant organisational 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*



## What will you learn?

During the Taking Charge of Change workshop, participants will:

- ▶ Establish a shared definition of change management and how it impacts organisational outcomes
  - Understand the connection between the technical and people sides of change*
  - Understand the research and best practices around change management*
- ▶ Learn and apply the five tenets of change to an initiative
- ▶ Understand the value of change management
  - 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 organisational change*
- ▶ Develop a 'commitment to action' plan

## AGENDA FOR THE DAY

### The foundation of successful projects

- > What is change management?
- > Delivering results and outcomes

### Tenet 1: We change for a reason

- > The reasons for change
- > Change as a process

### Tenet 2: Organisational 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 organisational change
- > ROI factors of effective change

### Tenet 4: Change management is an enabling framework

- > The Prosci Methodology
- > Top contributors to success
- > Change management roles

### Tenet 5: We apply change management to realize the benefits of change

- > Mobilizing adoption and usage
- > Action items and next steps
- > Resistance management

## YOU WILL RECEIVE ...

- Programme workbook and handouts
- Best Practices in Change Management – 11th Edition Excerpt
- Change Management: The People Side of Change
- Research Hub – Best Practices in Change Management – 11th Edition and Applications of ADKAR (one-year subscription)

## Contact us

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