

# Prosci

## Leading Your Team Through Change



This program is designed to activate the people manager role within your change management practice. Managers will learn how to prepare themselves for change through a series of activities. And they will learn how to lead their team through change by embodying each of the important roles for people managers during change. The Leading Your Team Through Change program provides managers with the practical framework and tools they need to be effective change leaders.

### Who Is This Course 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.

### Learning Objectives

**The Leading Your Team Through Change program creates transformational experiences that empower individuals to succeed in change. At the end of this program, participants will:**

- Understand foundational change concepts
- Gain insights into best-practice research data
- Be able to apply the Prosci ADKAR® Model to facilitate individual change
- Know how to lead their team through change by embodying the CLARC roles for people managers (communicator, liaison, advocate, resistance manager, coach)
- Have ready access to the robust, in-practice Change Management Guide for Managers

### Course Materials

Participants will receive:

- Program workbook
- *Best Practices in Change Management – 12th Edition Excerpt*
- *Employee's Survival Guide to Change*
- Access to digital content, resources and tools, including:
  - **Research Hub** – A single point of access to Prosci research, including core studies, topical studies and relevant data across a broad array of topics
  - **Knowledge Hub** – A single point of access to content and resources to support your learning and application

### Agenda

#### Part 1:

- Learn foundational change concepts
- Apply the Prosci ADKAR Model
- Understand best practices in change management
- Prepare yourself for change

#### Part 2:

- Lead your team through change enabled by CLARC roles
- Effectively communicate and advocate
- Manage resistance and coach employees through transition
- Reinforce change as a liaison and celebrate successes

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