

# Prosci

## Taking Charge of Change



This workshop provides participants with an understanding of the fundamental concepts and organizational benefits of effective change management. This 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 Is This Course For?

- Senior leadership evaluating how change management can benefit their organization
- High-potential leaders 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

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

### Learning Objectives

During the Taking Charge of Change workshop, participants will:

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

### Agenda

#### 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: 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

- Connecting individuals to organizational change
- ROI factors of effective change

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

- The Prosci Methodology
- 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

### Course Materials

- Program workbook and handouts
- Best Practices in Change Management – 12<sup>th</sup> Edition interactive report
- *Change Management: The People Side of Change*
- 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 – ADKAR Assessment, PCT Assessment, Risk Assessment, and Yesterday-Tomorrow Change Impact Canvas

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