



CHANGE

ENABLEMENT

FUNDAMENTALS OF CHANGE – TAKING CHARGE OF CHANGE

Program Overview

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

The online 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.

(For the Enterprise Training version, this program is available both virtually and onsite.)

Who Is This Course For?

- Senior leadership evaluating how change management can benefit their organisation
- 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

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 organisational 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 organisational change

Develop a 'commitment to action' plan



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Program 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: Organisational change requires individual change

- Individuals as the unit of change
- Impacted groups and aspects of job change

Tenet 3: Organisational 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
- Resistance management

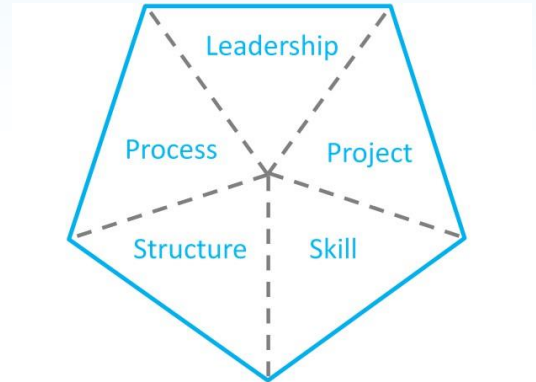
Tenet 5: We apply change management to realise the benefits of change

- Mobilising adoption and usage
- Action items and next steps

Course Materials

- Program 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)

For more information, please go to www.ChangeEnablement.hk
or contact us at info@ChangeEnablement.hk



Prosci® Enterprise Change Management Strategic Map

