

About the course

Our Prosci Virtual Instructor-Led Change Management Certification Programme is an online, interactive, three-day learning experience where participants gain the knowledge, skills and tools to drive successful change initiatives. During the training, they apply holistic change management methodology to a current project. By the end of the three-days, participants have a change management plan designed to effectively manage change and enhance project results.

Who should attend?

The course is designed for individuals responsible for managing change on a specific project or who are building change management competency within their organisation. This includes change practitioners, project and programme managers, HR leaders, OD practitioners, communications specialists, change management team members, sponsors of change and consultants.

There are **three distinct stages** to the learning experience. Participants are familiarised, immersed and supported before, during and after the course.

Before the course	During the course	After the course
<p>The preparatory stage requires some pre-reading, completion of assessment worksheets and preparation of a project summary.</p> <p>All materials and guidance are provided prior to commencement of the training.</p>	<p>An intensive exploration of the application of the Prosci methodology, consisting of theoretical and practically applied elements such as: analysis, application, individual and group working and presenting.</p> <p>Participants work on their change management strategy and plans for their projects and present back to the group.</p>	<p>Reinforcement is a vital element in the adoption and usage of new ways of working.</p> <p>In keeping with this philosophy, CMC provides on-going support through free webinars, the CMC Linked in Practitioner group, and access to CMC's coaching service, Practitioner Plus© and access to CMC's coaching and advisory service.</p>

DAY 1	* DAY 2	DAY 3
<p>Why change management?</p> <p>The ROI of effective change management</p> <p>The Prosci ADKAR Model</p> <p>7 concepts of change</p> <p><i>Preparing for change:</i> assessing change readiness</p>	<p><i>Preparing for change:</i> building team structure and assessing sponsorship</p> <p><i>Managing change:</i> creating customised communication and sponsorship plans</p> <p>Executive project plan presentations</p>	<p><i>Managing change:</i> creating coaching, training and resistance management plans</p> <p>Reinforcing change</p> <p>Exam</p> <p>Graduation</p>

To ensure everyone gets the attention they deserve in the virtual format, we're limiting the number of participants to 16

At the end of the course participants will have:

- ▶ Defined and understood the value of change management
- ▶ Applied the Prosci ADKAR Model to facilitate individual change

- ▶ Gained access to a global network of Prosci certified Change Practitioners
- ▶ Been certified in the internationally-recognised Prosci Change Management Methodology
- ▶ Walked away with a change management plan and business case
- ▶ Applied the change management methodology to a real project

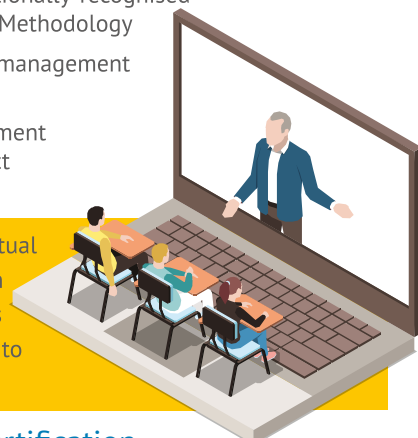


Course material includes:

- ▶ Prosci Change Management workbook
- ▶ 12 months subscription to Prosci's eToolkit
- ▶ Prosci single-user licence
- ▶ The Best Practice in Change Management Benchmarking Report



Once you register for this virtual event you'll be provided with the connectivity requirements in plenty of time to enable you to join and interact with your peers.





Why Prosci® Change Management training?

Whether you are new or experienced in the field of Change Management, Prosci will provide you with a structured approach to effectively manage the people side of change.

What makes the Prosci Change Management approach unique?

- ▶ A holistic approach that integrates both the individual and organisational aspects of change
- ▶ A clear framework, effective for any type or size of change
- ▶ Practical, easy-to-use eToolkit for practitioners with tools, templates, assessments and checklists
- ▶ Contextualised training; assessing and building change management plan for real projects

* Prosci's research has shown that projects with excellent change management are:

6x more likely to meet or exceed their objectives

5x more likely to be on schedule

2x more likely to be under budget

* Prosci® Best Practice Research 2018



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The ADKAR Model is a framework for understanding change at an individual level.

The Model addresses each of the ADKAR factors: *Awareness, Desire Knowledge, Ability and Reinforcement* so that we can successfully employ it to facilitate individual change.

Contact us

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Why CMC, to help build your Change Management capability?

Owned and managed by Change Practitioners, CMC is licensed to deliver Prosci Change Management Training worldwide. Our courses are delivered by highly qualified instructors who also have practical experience in change, programme and project delivery.



CMC's Prosci Certification training has been approved by the Association of Change Management Professionals®

CMC offers a wide range of change management training, advisory and support to suit you and your organisations needs:

- ▶ *Prosci Change Management Practitioner Certification* course for change professionals
- ▶ *Workshops* for sponsors, managers, project teams and employees
- ▶ Advanced training for change professionals, including *Enterprise Change Management Boot Camp, Experienced Practitioner, Train-the-Trainer* and other applied learning support
- ▶ A range of complementary *workshops* designed to support and progress your change projects
- ▶ Advisory support, coaching and flexible access to change management expertise

Locations

- ▶ CMC is the sole provider of public training across the UK & Ireland, Italy and Singapore
- ▶ Private courses can be facilitated on a client site or at a venue of choice, anywhere in the world

“It's been 3 days of light bulb moments!”

Rachel Vipond
Portfolio Manager, Ishoni

The Prosci Change Management Methodology

- Draws upon continual field research with more than 4.500 participants worldwide
- The most widely used change management methodology in the world
- Based on Prosci's 3-Phase Change Management Process as a leading framework for managing the people side of change:
 - Phase 1: Preparing for change
 - Phase 2: Managing change
 - Phase 3: Reinforcing change

