

Onsite Prosci® Training: Three-day Certification Program

The number one contributor to large-scale project success is managing the people side of change. Since 2002, Highlands Consulting has helped our clients follow a structured approach to organizational change management, resulting in faster adoption, higher return on investment, and improved customer service.

Full Complement of Change Management Topics

The three-day Prosci® Certification Program provides the tools and skills necessary for developing structured change management strategies and plans that can be applied to current initiatives. Certification program topics will include:

- Psychology of Change
- Prosci® 3-Phase Process for Managing Change
- Return on Investment (ROI) of Change Management
- Best Practices in Change Management
- Prosci® ADKAR® Model
- Change Management Strategy
- Communication Plan
- Sponsorship Roadmap
- Training Plan
- Coaching Plan
- Resistance Management Plan
- Master Change Plan
- Reinforcing Change™

Interactive Discussion Style

Participants will contribute to numerous discussions, activities and break-out sessions regarding real-life changes happening within their organization. They will analyze changes underway and their impact, assess organizational attributes, utilize ADKAR® assessment tools, and develop action plans and next steps. Upon completion, participants will receive their Prosci® Certification and a single user license for *Change Management Pilot Professional*, and online set of tools and templates.

Intended Audience

Prosci's Change Management Certification Program is designed for employees that are responsible for managing change on a specific project or building change management competency within their organization. This includes project managers, project team members, HR leaders, OD leaders, change management team members, sponsors of change, consultants and trainers.



About Highlands Consulting

The Highlands Consulting Group provides management consulting services, including organizational change management (OCM) training to public and private sector clients.

We are the only Prosci® Authorized Training Provider based on the West Coast.

In addition to Prosci® training, we provide project-specific consulting to address change readiness, change management strategy, communication planning, and performance measurement - before, during, and after a change effort.

About Prosci, Inc.

Prosci, Inc. is the world leader in change management research and methodology development. Their research has included eight longitudinal studies over 16 years, resulting in best practices from more than 3,400 organizations worldwide. The Prosci® Methodology is considered the de facto standard by many Fortune 100 companies and some of the nation's largest government organizations.

Contact Us To Arrange Your Program

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