

# Change Management Training Overview



	Certification Program	Sponsor Briefing	Managers Program	Fundamentals of Change	Delivering Project Results	
Intended Audience	Individuals and teams who are working on a defined project and looking for a structured approach to change	Executives and senior leaders that sponsor change	Managers and supervisors who are helping their employee's transition through change	Senior leadership and key stakeholders interested in the fundamentals of change management	Project teams and those looking to improve project outcomes	
Objective	Develop change management strategies and plans that can be applied to current initiatives	Equip sponsors to effectively lead change and strategically position their projects for success	Assess teams and create action plans to lead them through change	Understand change management's impact on organizational outcomes	Maximize project results by integrating change management with project management	
Duration	3 days	Half day	1 day	Half day	Half day	
Class Size	10 to 16 participants	4 to 10 sponsors	10 to 16 managers	12 to 20 participants	10 to 24 participants	
Topics	The following topics are included in the 3-Day Certification Program. These topics are personalized and adapted for each of the other programs, based on the audience: 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: Awareness, Desire, Knowledge, Ability, Reinforcement® • Change Management Strategy and Master Plan • Sponsorship Roadmap • Communication Plan • Training Plan • Coaching Plan • Resistance Management Plan • Reinforcing Change					
Materials (Based on the topic of each program)	<p><b>Books</b></p>	<p><b>Prosci Studies and Reports</b></p>	<p><b>Online Portal</b></p>	<p><b>Toolkits, Handouts, and more!</b></p>		

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