

## Onsite Prosci® Training: Managers Program

*The number one contributor to large-scale project success is managing the people side of change.*

Highlands Consulting offers a 1-day change leadership program for managers and supervisors to learn the tools and skills necessary for leading and supporting people through change.

### Program Objectives

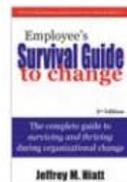
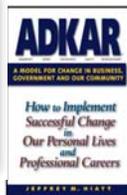
The program is highly interactive, where students participate in discussions, activities, and break-out sessions regarding real-life changes happening within their organization. Students will:

- Gain an appreciation for the impact of change management on your organizational results
- Identify foundational aspects of change management and the critical role you as managers play in the change process
- Employ a practical framework for processing the many changes that impact managers
- Apply the Prosci ADKAR® Model to facilitate individual change and identify reasons for employee resistance
- Assess a current change impacting your team and practice key change management concepts using tools available to you in the Change Management Guide for Managers toolkit
- Create action plans to move employees past barrier points and to the desired future state



### Program Materials

- Change Management Guide for Managers Toolkit
- Best Practices in Change Management (compendium)
- ADKAR: A Model for Change in Business, Government and Our Community
- Change Management: The People Side of Change
- Employee Survival Guide to Change
- Program workbook, assessments and handouts



### About Highlands Consulting

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. We successfully applied the Prosci methodology to a \$500 million project in 2007, and in 2010 were selected to be **one of only four Authorized Training Providers (ATPs) in the nation.**

Highlands Consulting offers the full complement of organizational change management consulting and training services to public and private sector clients.



### About Prosci

Prosci, Inc. is the world leader in change management research and methodology development. Their research has included ten benchmarking studies over 20 years, resulting in best practices from more than 6,000 change management practitioners worldwide. Prosci's tools and methodology are used by 80% of the Fortune 100 companies and many of the nation's largest government organizations.

### Contact Us

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