



# CHANGE MANAGEMENT PROGRAM FOR MANAGERS



In this program, managers gain the skills to address barriers to change and lead their teams proactively to a future state with improved organizational results. This one-day Change Management Program for Managers defines their role in change and provides managers with the practical framework and toolset they need to be effective change leaders.

## WHO IS THIS COURSE FOR?

Designed to build change competency in anyone who manages employees through change, this program targets front-line supervisors through to senior directors. Please note, this program is not intended for change practitioners or project managers responsible for building change management plans (please see Prosci Change Management Certification).

## LEARNING OBJECTIVES

During this one-day program, managers will:

- Understand foundational aspects of change management and the critical role managers play in the change process
- Gain an appreciation for the impact of change management on organizational results
- Learn a practical framework for processing the many changes that impact them
- Work within the context of a current change impacting their team
- Practice using the tools available to them in the Change Management Guide for Managers toolkit
- Understand how to apply the Prosci ADKAR® Model to facilitate individual change and identify reasons for employee resistance
- Create action plans to move employees past barrier points and to the desired future state

## PROGRAM AGENDA

### Morning:

- How change management impacts organizational results
- The process for leading people through change
- Key concepts in change management
- Change management research and best practices
- Prosci ADKAR Model for individual change

### Afternoon:

- Introducing change to employees
- Facilitating employees through the change transition
- Identifying and managing resistance
- Reinforcing and celebrating successes

## COURSE MATERIALS

Participants will receive:

- Program workbook, assessments and handouts
- *Best Practices in Change Management*
- *Change Management: The People Side of Change*
- *Employee's Survival Guide to Change*
- *ADKAR: A Model for Change*