Building Sustainable Change

TC1121
Duration: 2 Days

Overview

One of the challenges facing organisations today is how to modify the business through regular change initiatives, with minimum disruption and maximum gain. Research suggests that 70% of projects fail to secure their anticipated benefits because organisations install new systems, processes or practices, but fail to implement the change fully—people are not sufficiently equipped for or committed to, the new ways of working to sustain them.

This demonstrates an obvious need for professionals to supplement traditional project and business management skills with skills in change leadership.

Workshop Objective

Our highly interactive workshop provides you with proven techniques, tools, and tips to successfully lead the change in order to prepare the organisation and its people for the change.

The workshop content draws upon current research as well as the extensive experience of the PMPartners group's involvement in projects.

This course will provide participants with the fundamental knowledge and skills to be involved in the leadership of a change initiative. It covers the fundamental processes required to lead any change initiative and relates it to the steps in a project lifecycle. The course uses a case study to effectively follow a change initiative from identification of the opportunity or need through to the desired state where benefits can be realised.

Target Audience

This workshop is designed for all those responsible for leading change within an organisation including:

» Project managers wishing to formalise their change leadership skills
» Executives and business managers involved in sponsoring and leading change initiatives
» Experienced change specialists wishing to formalise their change leadership skills
» Change specialists who have recently moved into the role

Prerequisites

Participants should either be currently working on a change initiative or planning to do so in the near future.

Pre-course work

There is currently no pre-course work for this programme

Delivery   Advisory   Capability

Learning, Outcomes & Facilitation

Successful completion of this workshop will enable participants to:

» Understand what makes for successful change

» Understand the value of leading and managing change

» Understand how to be a successful leader of change

» Understand the concept of sustainable change and its relationship to achieving benefits

» Understand the phases of change - current, transition & future

» Pick up essential tools & techniques

» Understand key roles in the change process

Facilitators of this workshop will use a case study delivery approach to provide participants with a 'hands-on', multi-faceted and challenging learning experience.

Workshop Delivery

All workshops may be conducted onsite or at our premises, with experienced facilitators providing group and/or individual instruction. Training is provided through hands-on learning, relevant exercises and the provision of a participant handbook. Our participants are also entitled to complementary telephone consultation/advice within 60 days of workshop completion.

Professional Development Units

PM-Partners group is a Global PMI (Project Management Institute) Registered Education Provider. Participants who have been awarded the Project Management Professional Certification (PMP®) by the Project Management Institute are eligible to earn **14 PDUs** for their participation in this course.

Assessment/Assignments

Assessment of competence is established by observation of contribution and participation during case study exercises and group discussion.

Follow-up assignments are not part of this workshop offering, but may be quoted, designed and conducted upon request.

Established 18 years, 190 people, manage over $1.7B of client projects, train and certify more than 6500 project professionals each year.

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Workshop Summary

Introduction to Change Management Concepts

» What is change?

» Why do change projects fail to achieve their benefits?

» What is Change Management?

The Change Process

» The Change Leader's Roadmap

» The 'Seven Things to Get Right' Model

» Link to Project Lifecycle

Change Leadership Roles

» Definition of players in a change leadership environment

» Assessing the effectiveness of the Change Leadership Team

» Skills of a Change Leader.

Prepare to Lead the Change (case study led)

» Identifying your Drivers of the Change

» Desired Outcomes for Change

» Performing an Initial Impact Assessment

» Assessing the Organisation's Readiness for Implementing the Change

» Developing the Stakeholder Map

Planning (case study led)

» Detailed Impact assessment

» Stakeholder Commitment

» Communication

Execution (case study led)

» Change Audit

» Communication Effectiveness

Execution (case study led)

» Sustaining the Change

Post Implementation Review and Lessons Learned

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