

Prosci® Change Management Certification Program

learn
and Change

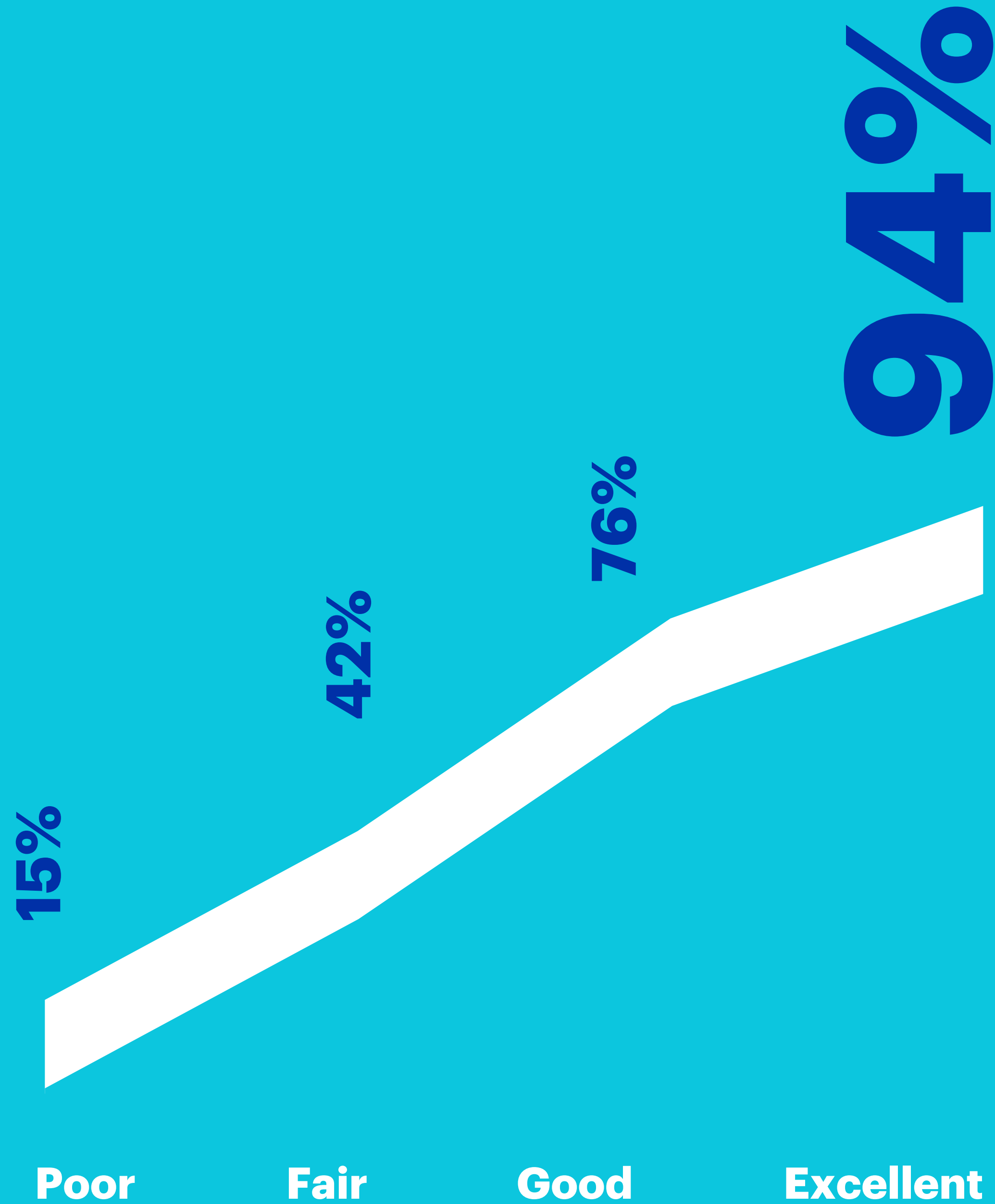
A few words about the Prosci® methodology

We would like to introduce the benefits of applying the Prosci® methodology for Change Management, supported by real, research-based insights.



80%

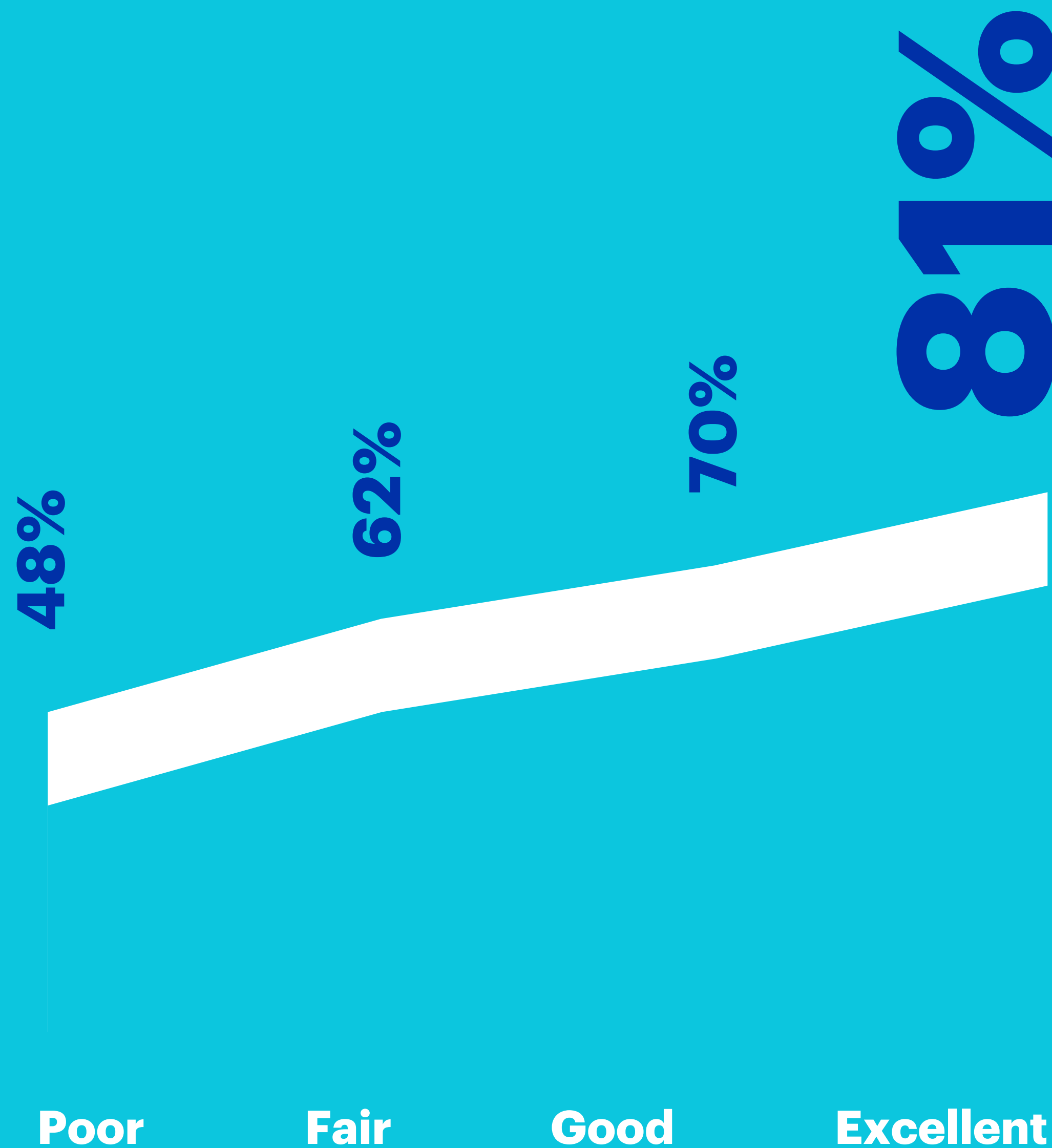
**of Fortune 100
companies
choose Prosci®**



Change Management is directly connected with meeting project objectives



**When it is effectively
deployed, projects
are more likely to be
on schedule**



Change Management is correlated with keeping projects on budget

The Program

A comprehensive, workshop-style program to learn how to deploy a successful change initiative, working on actual projects. The Program aims to teach how to manage change on an individual and organizational level with the ADKAR® Model and how to build a Change Management plan.

Why this Program?

The Certification Program is part of a 3-month immersion in the methodology, applied to actual projects. After the Program, participants will be able to take the work they have completed on their change project back to the workplace.

Participants graduate as Prosci® Certified Change Management Practitioners, able to apply Prosci®'s analytical tools and practical approaches to change initiatives, and help build organizational awareness and capability in Change Management.

Who is it for?

- **Change leaders**
- **Project managers**
- **Change Management practitioners**
- **Continuous improvement specialists**
- **IT professionals**
- **Human Resource business partners**
- **Organizational Development professionals**
- **Project team members**

Value of the certification

Value of the certification

01

**Structured
approach gained**

02

**Build skills and
credentials**

04

**More likely
achieve desired
outcomes**

03

**Acquire common and
universal tools**

05

**Internationally
recognized**

04

**More likely to
achieve desired
outcomes**

06

**Accredited with
the Services Seta
in South Africa**

05

**Internationally
recognized**

07

**Qualified Education
Provider certified by
the ACMP**

Why Prosci®?

Why should you choose Prosci®

01

Apply the
**Prosci® 3-
Phase Process**
to your project

02

Improve
**organizational
results**

03

Facilitate
**individual
change with
ADKAR®
model**

04

Effect the
**transition with
5 tactical
plans**

Why should you choose Prosci®

03

Facilitate individual change with **ADKAR®** model

04

Effect the transition with **5 tactical plans**

05

80% of Fortune 100 companies choose Prosci®

Outcomes

Participants will understand:

- How effective Change Management improves organizational results
- The fundamentals of change and Change Management

Participants will learn:

- How to apply a research-based change management methodology and toolset
- How to apply the Prosci® ADKAR® Model to facilitate individual change
- Articulate the value of Change Management to peers and leaders

Outcomes

Participants will apply:

- **The Prosci® 3-Phase Process to a real project, enabling you to:**
 - Assess readiness
 - Identify impacted groups
 - Build a holistic strategy for influencing individual transitions
- **Walk away with a Change Management plan and an executive presentation on the business case for Change Management**
- **Gain certification in the Prosci® methodology and access to the Prosci® Change Management tools**

Our Practitioners say

"The impact on the organization has been very positive. Change Management has become integral to the business and the conversation."

— **Nazlie**, Central HR, Multinational Financial Services

Program Agenda

Day one

Why Change Management?

The ROI of effective Change Management

The Prosci® ADKAR® Model

7 concepts of change

Preparing for change: assessing change readiness

Day two

Preparing for change: building team structure and assessing sponsorship

Managing change: creating customised communication and sponsorship plans

Executive project plan presentations

Day three

Managing change: creating coaching, training and resistance management plans

Reinforcing change

Exam

Graduation

Materials

- **Change Management eToolkit**
- **Access to Prosci® portal**
- **Change Management Best Practices benchmarking report**
- **Employee's Survival Guide to Change**
- **Change Management: the people side of change**
- **ADKAR®: a model for change in business, government and our community**
- **Course slides and handouts**

After the Program

Once the Certification is achieved and the Practitioner has his/her plan ready to be put in place, we will help adjust it and deploy it with our assistance and Prosci® tools.

After the Program

01 **Three-month sustainability program**

A post-class sustainability program to help newly-certified practitioners hone their strategies.

After the Program

02 Prosci® support materials

One-year access to the Prosci® portal, where Practitioners can find free tutorials and webinars as a life-long support mechanism.

After the Program

03 Assistance

Project-specific support, assessment and advice from the *and Change* team, provided via email or via customer support service.

Discover the Program

This Program can also be delivered in-house, according to your organizational needs.

Learn more at <http://bit.ly/2tpePlT>

Facilitator

The Program will be taught by one of our Prosci® certified facilitators, who will guide participants through their training experience.

A portrait of Tom Marsicano, an older man with grey hair and glasses, resting his chin on his hand. He is wearing a light blue striped shirt. The background is a chalkboard with some faint diagrams.

Tom Marsicano

*Founder and
Executive Director*

Tom Marsicano is the founder and Director of *and Change*, and a Master Certified Prosci® Instructor. An extensive background, especially in financial services and IT systems, and love for research make him a widely respected facilitator and speaker.

Experience and Skills

Undergraduate Degree in Commerce

Project management and system implementation

Corporate culture change

Master Certified Prosci® Instructor

A solid red vertical bar is positioned on the left side of the slide.

Contact Tom Marsicano

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andchange.com

See you soon.

and Change