Prosci® Change Management For Managers
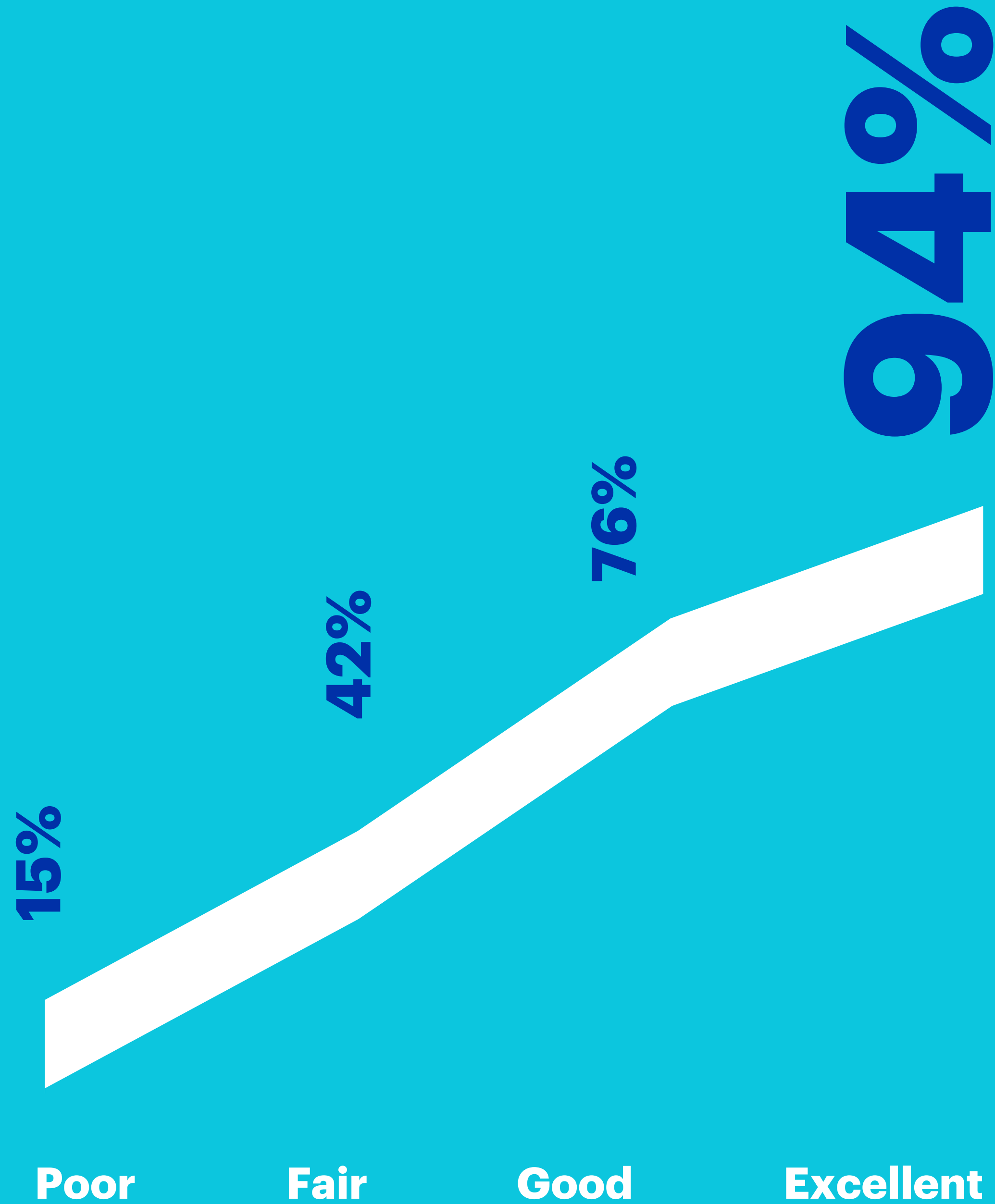
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A few words about the Prosci® methodology

We would like to introduce the benefits of applying the Prosci® methodology for Change Management, supported by real, research-based insights.
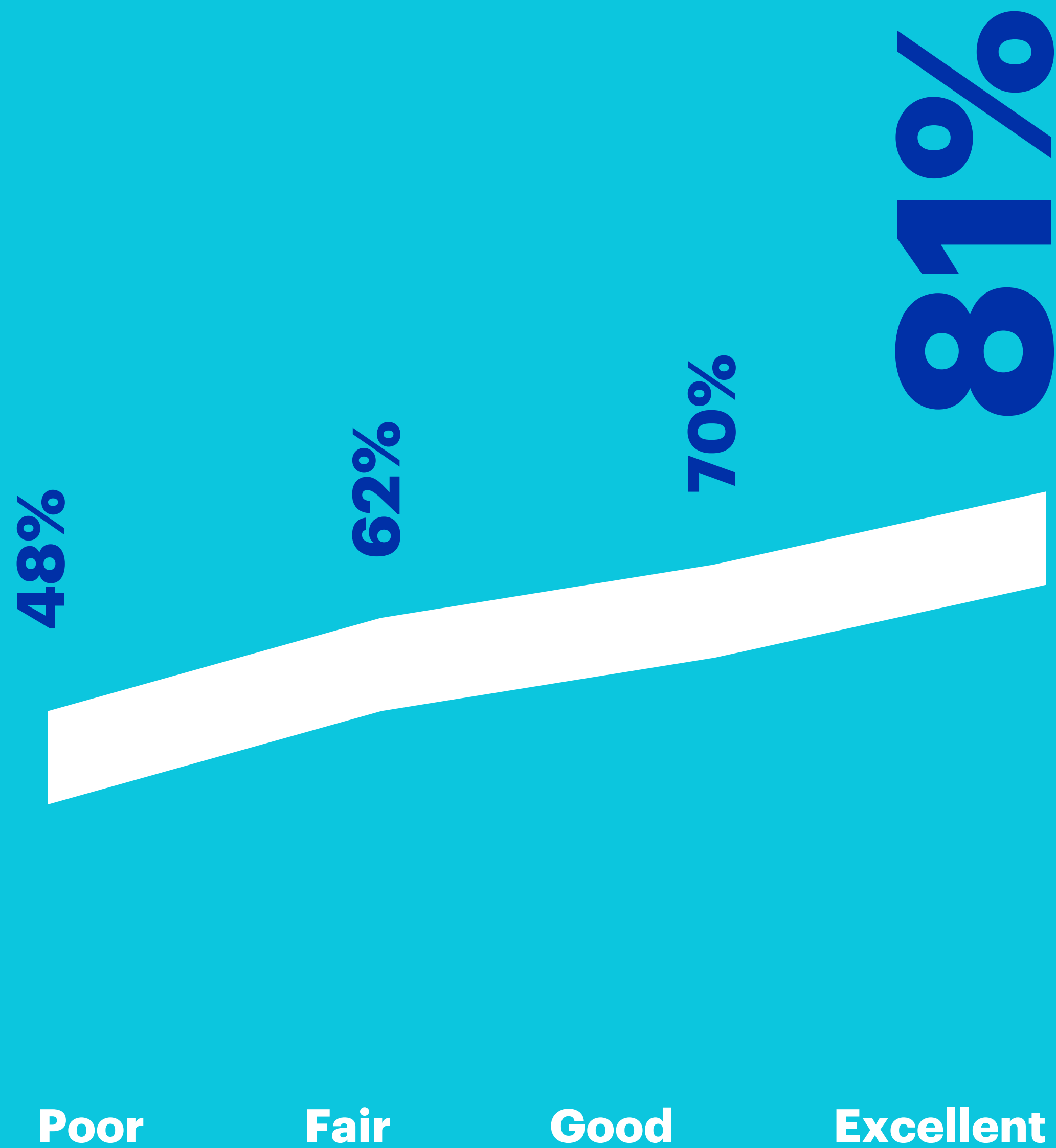
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80% of Fortune 100 companies choose Prosci®

94%

Change Management is directly connected with meeting project objectives

15%

42%

76%

Poor   Fair   Good   Excellent

14%

32%

52%

71%

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

Poor   Fair   Good   Excellent

81%

70%

62%

48%

Change Management is correlated with keeping projects on budget

Poor   Fair   Good   Excellent

The Program

This Program aims to help Managers and supervisors understand the importance of their role as leaders when change is underway.

The Prosci® Managers Program helps to promote change and manage resistance with an **immersive experience**, with exercises and role-plays.

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Why this Program?

Managers and supervisors are key to the **success of a change initiative**, as they are directly connected to the people who will materially adopt the new processes and behaviors.

Managers and supervisors must be supportive and promote change to their people, helping them understand why change is necessary and what is at stake for the whole team.

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Who is it for?

- Line managers
- Team leaders
- Shift bosses

- Supervisors
- Middle managers

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The 5 roles of managers and supervisors

During change, a manager should be

01
Communicator
Communicate with direct reports about the change.

02
Advocate
Demonstrate support

03
Coach
Guide employees through the process

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During change, a manager should be

04 Liaison
Engage and provide support to the project team

05 Resistance manager
Identify and manage resistance

06 Manager
Daily operations and new ways of working

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Outcomes

Participants will understand:

— How to apply the ADKAR® Model for individual change and identify reasons for resistance

— The impact of Change Management on the overall organizational results

Participants will learn:

— A practical framework for processing future change initiatives and their impact

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Outcomes

Participants will apply:

— Assess changes impacting the team and use the tools provided in the Change Management Guide for Managers toolkit

— Prepare action plans to help employees out of the impasse and move towards their future state

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Our Practitioners say

"Excellent! Well worth the time invested. Great Methodology. Practical and entertaining! The content and methodology was easy to understand and implement personally."

— **Sharon**, Project Manager, Financial Services

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 your employees

Facilitating employees through the change transition

Identifying and managing resistance

Reinforcing and celebrating successes

Materials

— **Change Management Guide for Managers toolkit**

— **Best Practices in Change Management**

— **Change Management: The People Side of Change**

— **Employee Survival Guide to Change, or**

— **ADKAR®: A Model for Change in Business, Government and Our Community**

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After the Program

Managers and Supervisors will be supported by our team, who will discuss and adjust the action plan prepared at the end of the training Program.

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After the Program

01 Assistance

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

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After the Program

02 Prosci® support materials

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

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Discover the Program

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

Learn more at http://bit.ly/2txUQj0

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Facilitator

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

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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

Contact Tom Marsicano

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See you soon.

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