

Prosci® Fundamentals of Change Management



learn
and Change

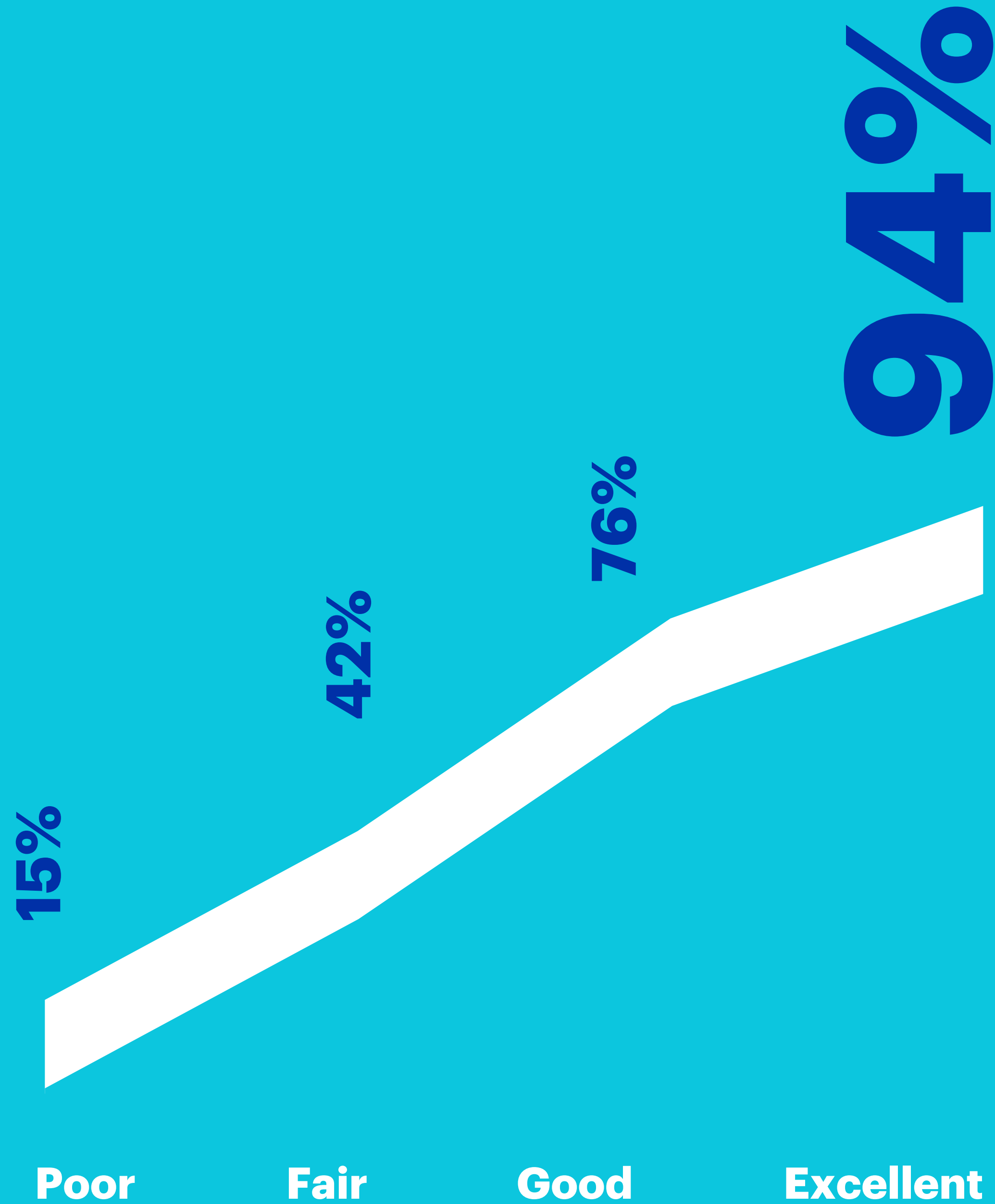
A few words about the Prosci® methodology

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



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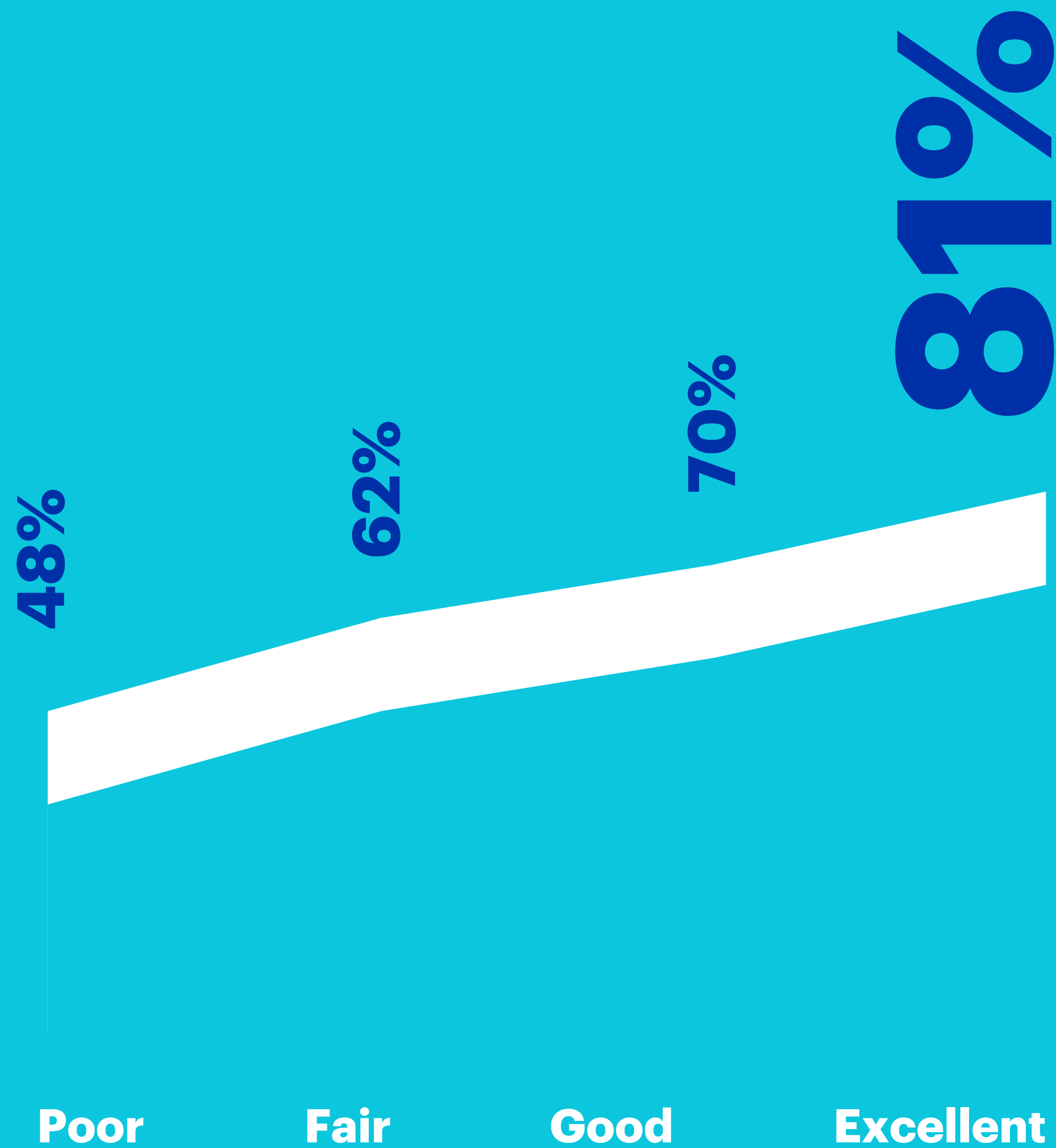
**of Fortune 100
companies
choose Prosci®**



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

This experiential Program is designed to create awareness and to improve knowledge around Change Management, guiding participants through the main concepts and organizational benefits of Change Management.

Why this Program?

The Program aims to establish a shared definition of Change Management and how it impacts organizational outcomes, then understand the research and best practices, as well as all the factors that drive Change Management ROI.

A detailed explanation about the interconnection between change leadership, Change Management and project management outcomes will be investigated in order to develop a full awareness of the three phases of organizational change.

Who is it for?

- Senior leaders aiming to explore how Change Management can make the organization more productive
- Key stakeholder groups experiencing significant organizational changes
- High-potential leaders seeking a full understanding of Change Management fundamentals

**Understanding
the three
elements of a
successful
change**

Prosci® PCT™ (Project Change Triangle) Model

**01 Leadership/
sponsorship**
Governance, strategy and direction

Prosci® PCT™ (Project Change Triangle) Model

02 Project management

The technical side of change

Prosci® PCT™ (Project Change Triangle) Model

03 Change Management

The people side of change

Outcomes

Participants will understand:

Researches, practices and the fundamental pillars of Change Management.

Participants will learn:

How to drive correctly the Change Management ROI and how to manage the three phases of organizational changes (change leadership, Change Management and project management).

Outcomes

Participants will apply:

The ADKAR® Model, the goal-oriented model developed by Prosci® founder Jeff Hiatt.

ADKAR® represents the five desired outcomes of individual change: awareness, desire, knowledge, ability and reinforcement.

Program Agenda

What is Change Management?

Creating a shared definition

Understanding different types of change

Why is Change Management important?

Impact on organizational outcomes

Mitigating negative consequences

ROI factors

The impacts of change management

Individual Change Management

The Prosci® ADKAR® Model

ADKAR® assessment

Connection between individual and organizational Change Management

Organizational Change Management

Preparing for change

Managing change and resistance

Reinforcing change

Project Change Management

PCT™ assessment

Commitment to action

Action items

Next steps

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

Participants who wish to acquire a deeper understanding of Change Management, can attend one of our Programs, according to their role and organizational change maturity, or they can require one of our advisory services.

After the Program

01 Assistance

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

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.

Discover the Program

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

Learn more at <http://bit.ly/2tTSsW2>

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

tom@andchange.com

andchange.com

See you soon.

and Change