

# Fundamentals of Change Management

**Prosci**  
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This experiential learning program provides participants with an understanding of the fundamental concepts and organizational benefits of effective change management. The program applies five tenets of change management to a specific project or change initiative to build awareness and desire for change management. This program is available in both onsite and virtual instructor-led formats.



## Who Is This Course For?

- Senior leadership evaluating how change management can benefit their organization
- High-potential leaders that need a better understanding of change management
- Key stakeholder groups that are impacted by significant organizational changes
- Change agents who need to understand fundamental concepts and establish a common language with change practitioners
- Project teams that need to understand what it means to apply change management

This program is not designed for change management practitioners and does not include any level of certification.

## Learning Objectives

During the Fundamentals of Change Management Workshop, participants will:

### Establish a shared definition of change management and how it impacts organizational outcomes

- Understand the connection between the technical and people sides of change
- Understand the research and best practices around change management

### Understand the value of change management

#### Learn and apply the five tenets of change to an initiative

- Complete diagnostics and assessments for the initiative
- Understand and apply the Prosci ADKAR® Model for individual change
- Develop an awareness of the three phases of organizational change

#### Develop a 'commitment to action' plan

## Agenda

### What is change management?

- Creating a shared definition
- Delivering results and outcomes

### Tenet 1: We change for a reason

- The reasons for change
- Change as a process

### Tenet 2: Organizational change requires individual change

- Individuals as the unit of change
- Impacted groups and aspects of job change

### Tenet 3: Organizational outcomes are the collective result of individual change

- Connecting individuals to organizational change
- ROI factors of effective change

### Tenet 4: Change management is an enabling framework

- Diagnostics and assessments
- Top contributors to success
- Change management roles
- Resistance management

### Tenet 5: We apply change management to realize the benefits of change

- Mobilizing adoption and usage
- Action items and next steps

## Course Materials

Participants will receive:

- Workbook, assessments and handouts
- *Change Management: The People Side of Change\**
- Introduction to Change Management eLearning module\*\*

\*Included in in-person program only; \*\*Included in virtual program only