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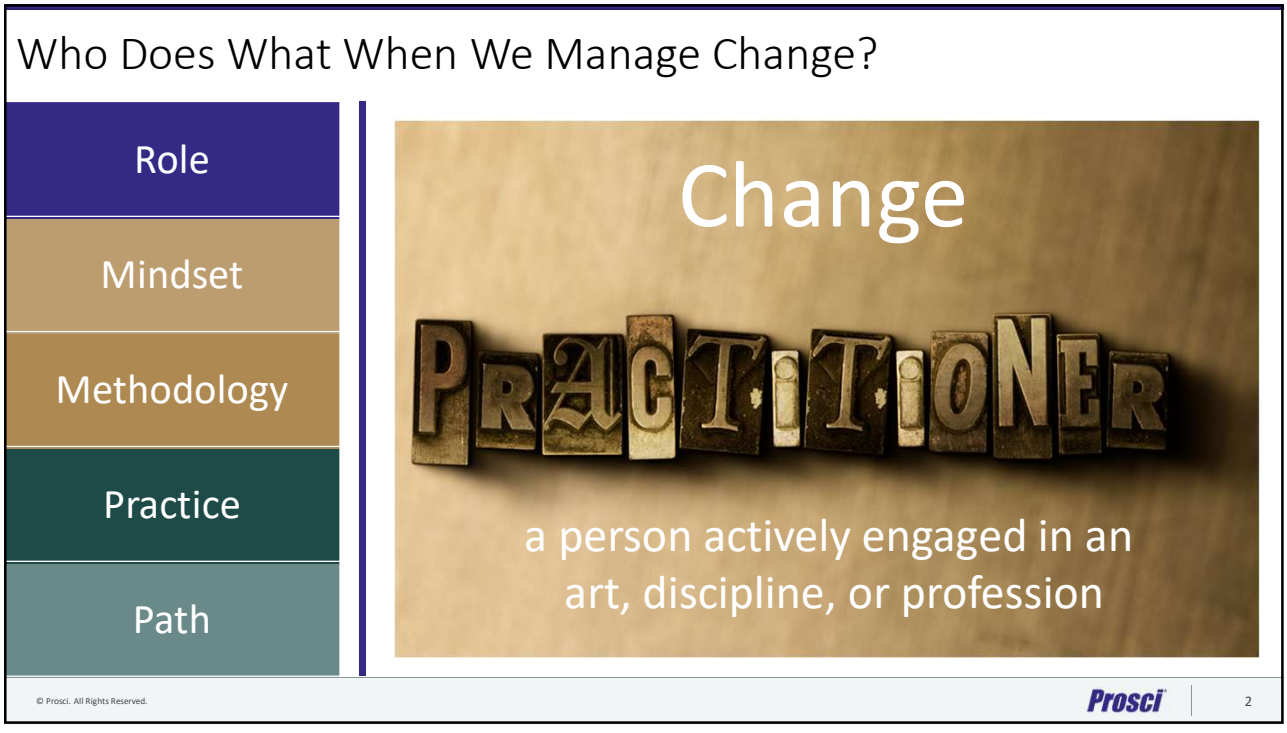

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Role

My *story* of becoming a change practitioner

It Starts with a Change Practitioner

Prosci 2006 → IT Consulting Firm 2008 → Launch CM Practice 2011 → CHANGE PRACTITIONER → Prosci 2016 → Present

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Role

What is your *story*?

It Starts with a Change Practitioner

Date → Present

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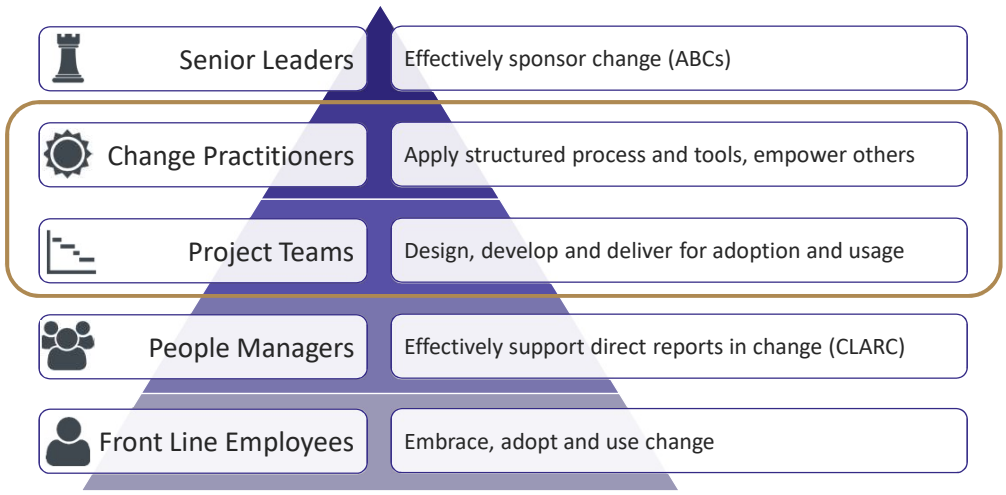
Who Does What When We Manage Change?



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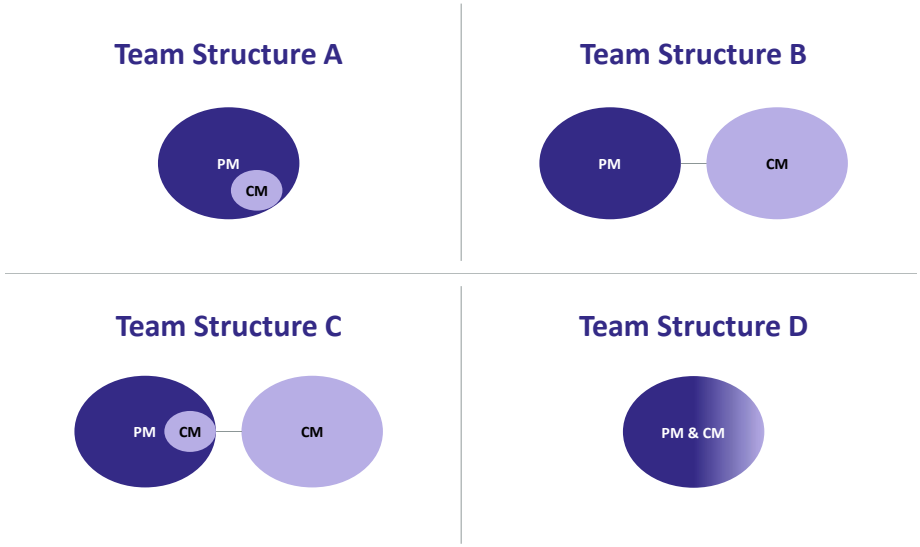
Team Structure Examples



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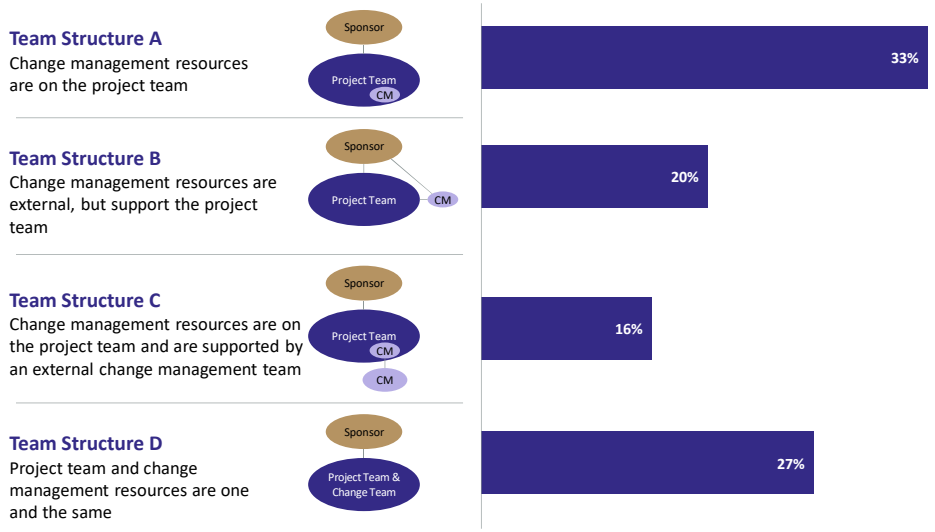
Team Structure Research Highlights



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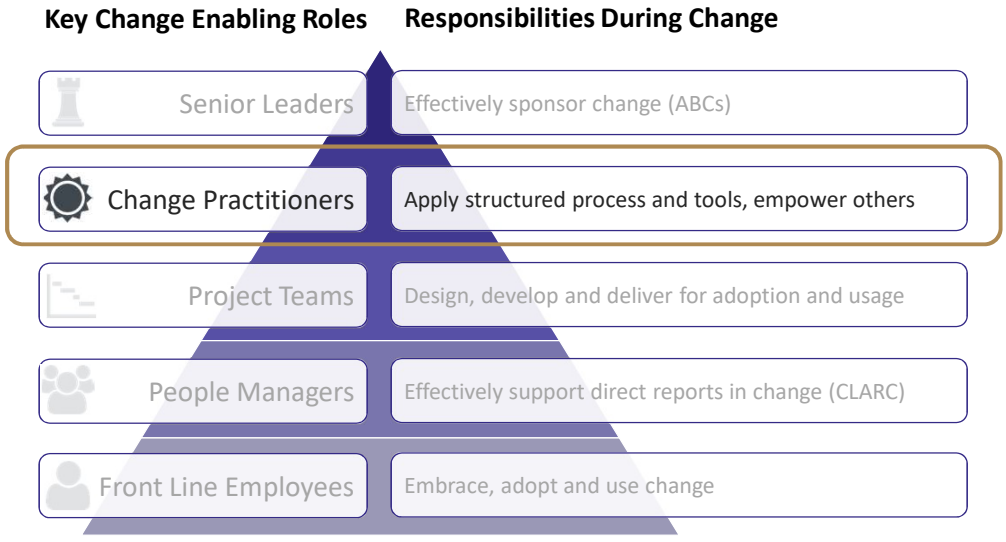

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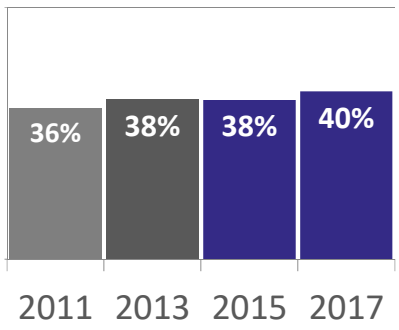
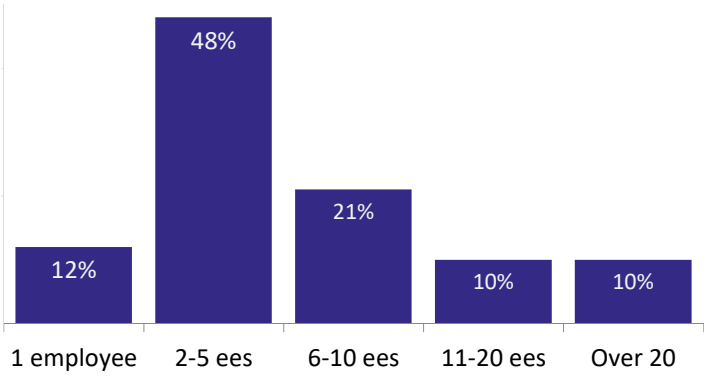
Change Practitioners in a Change Management Office

Do you have a CMO?



If so, how many employees are in the CMO?



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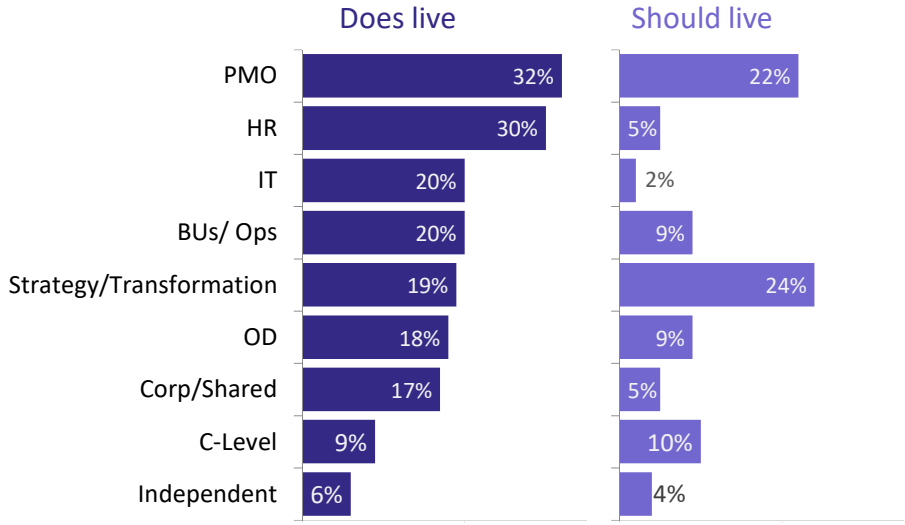
Where it lives and should live



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What Makes a Good Change Practitioner?

Attributes:

Excellent Communication Skills	Change Management Competency	Flexibility	Interpersonal Skills (Team Player)

Additional helpful experience:

Business Influence	Commitment to the Change	Knowledge of the Business

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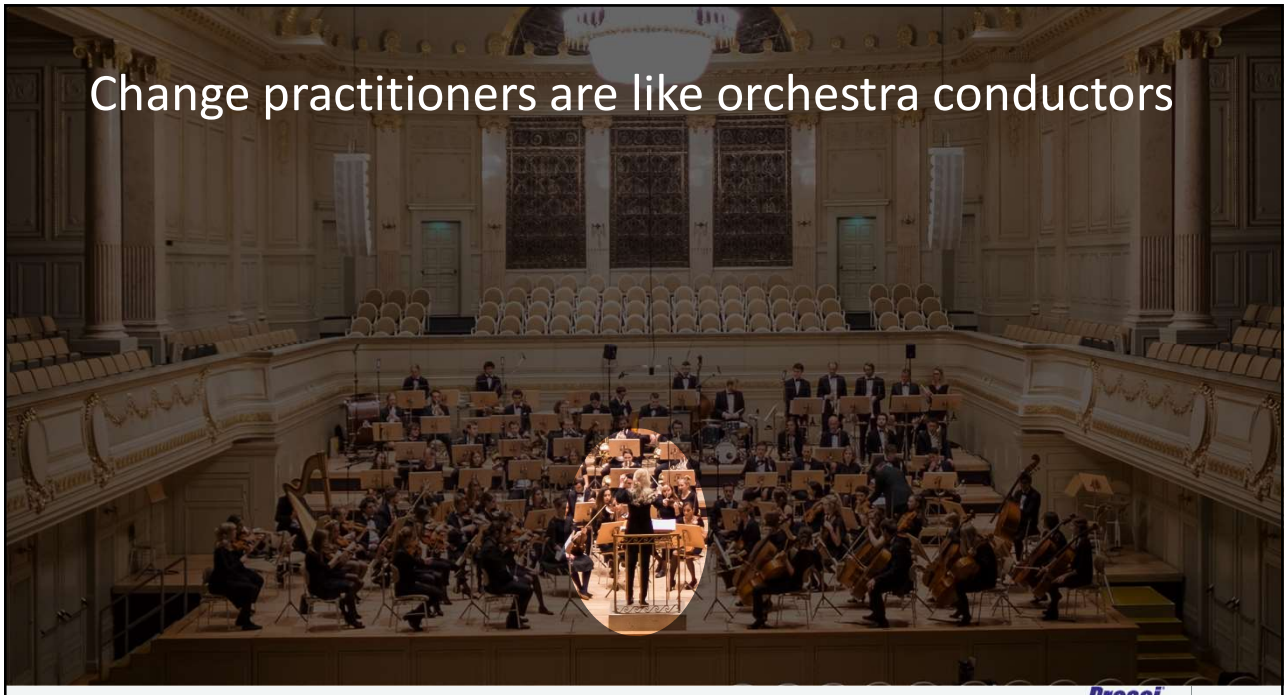
Change practitioners are like orchestra conductors



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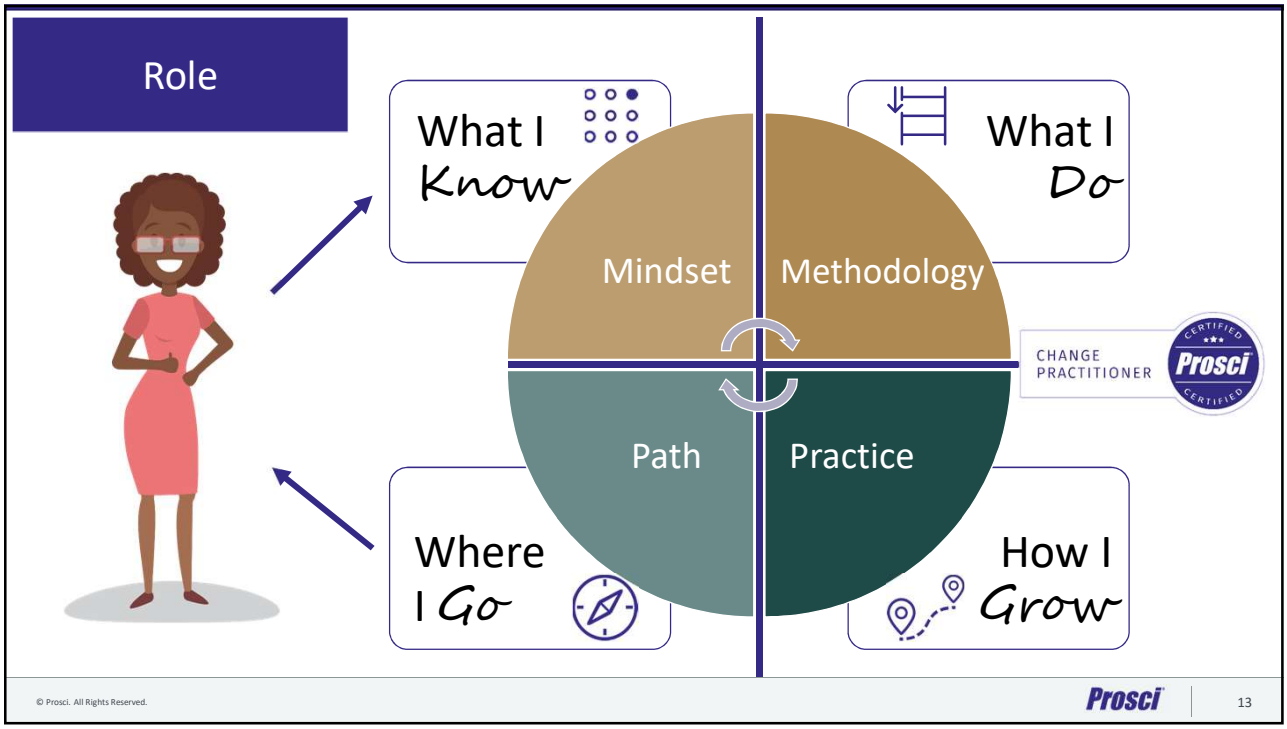

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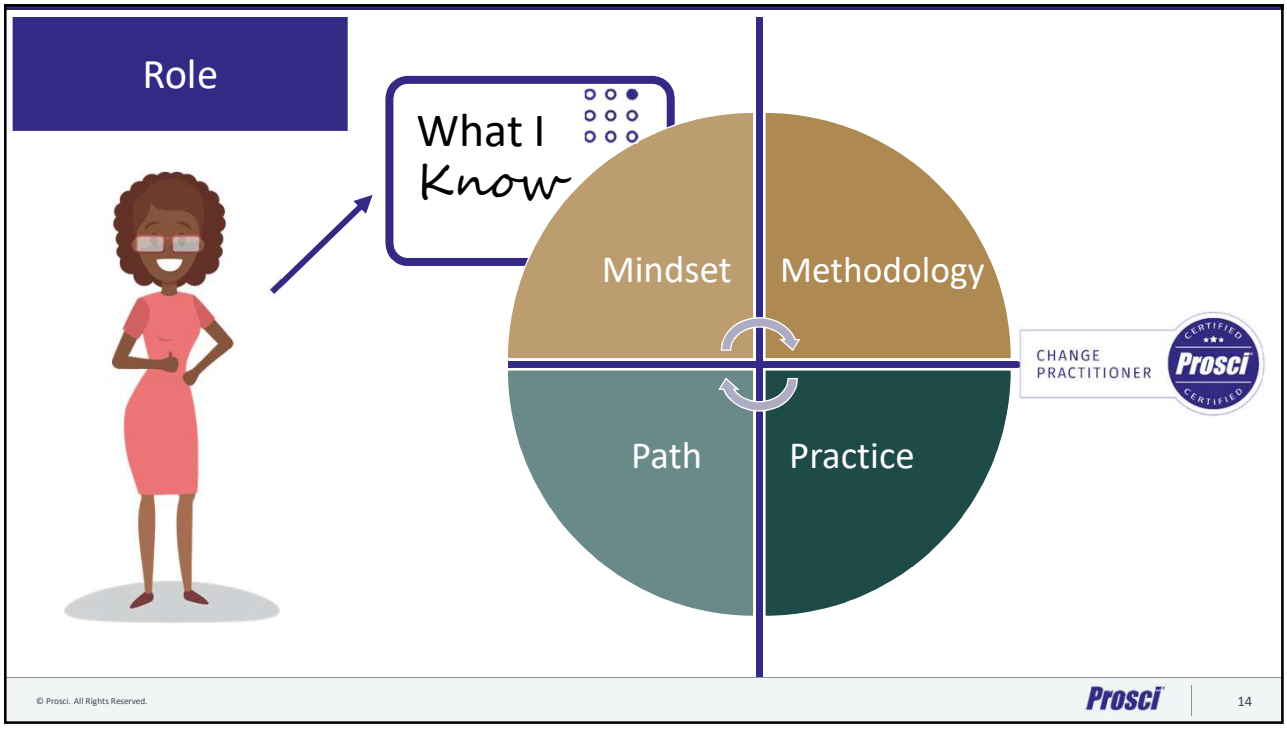

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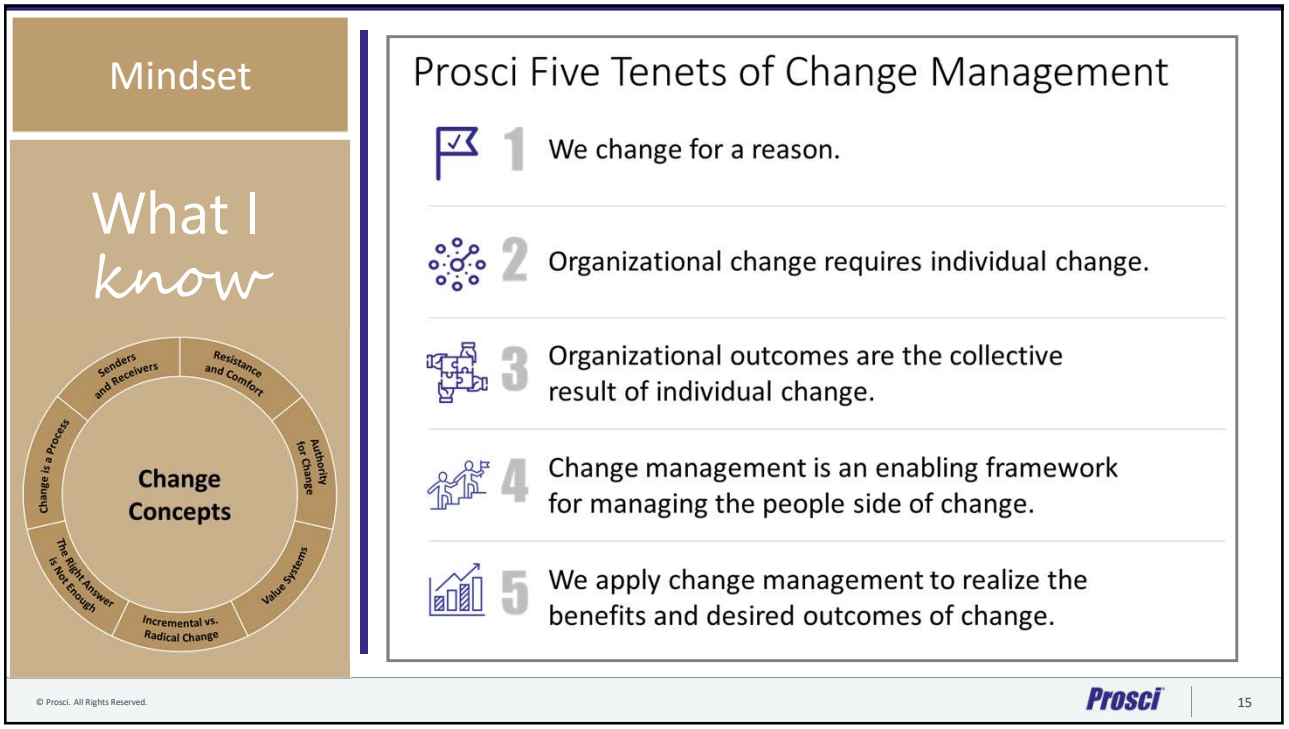

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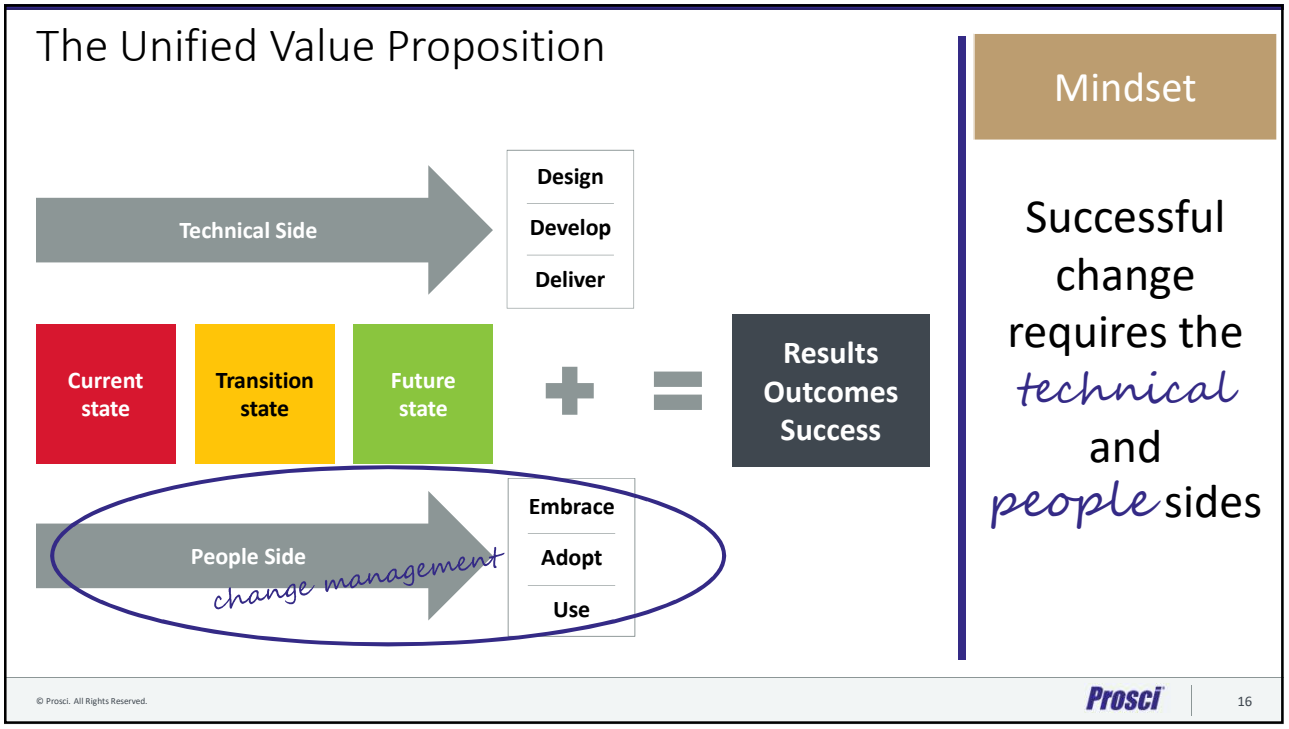

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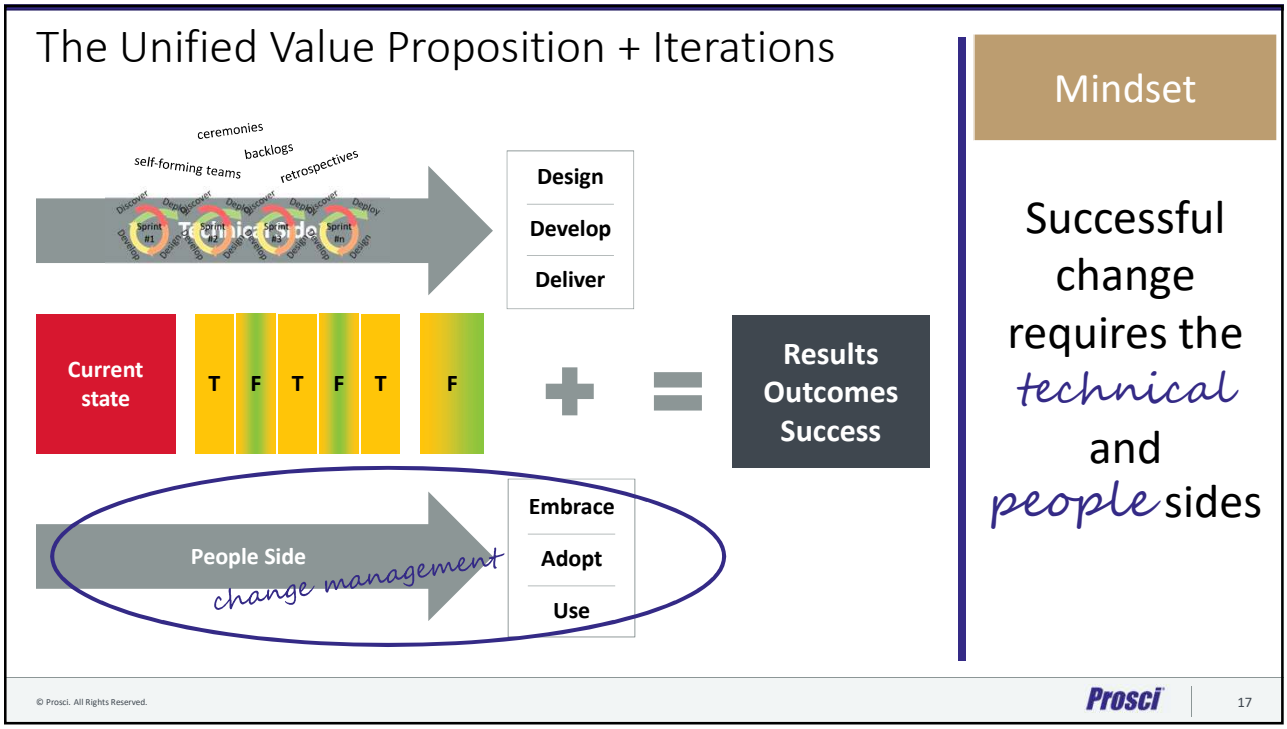

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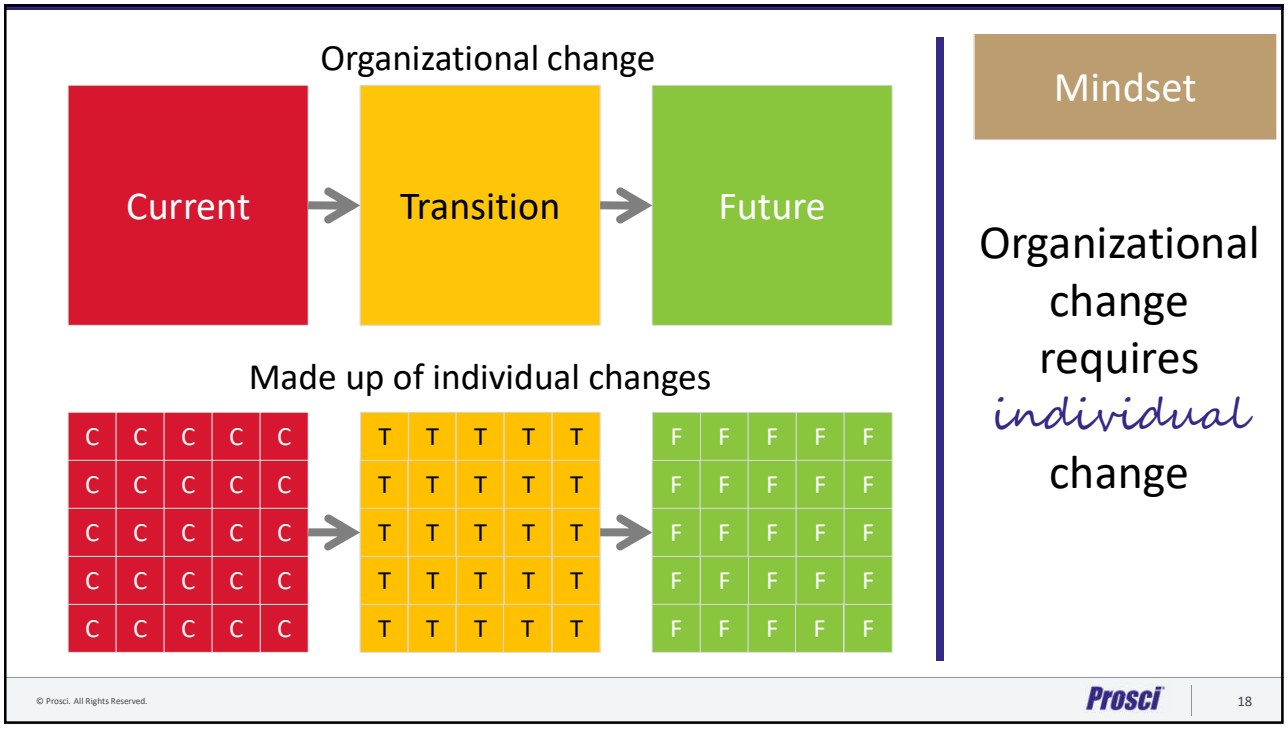

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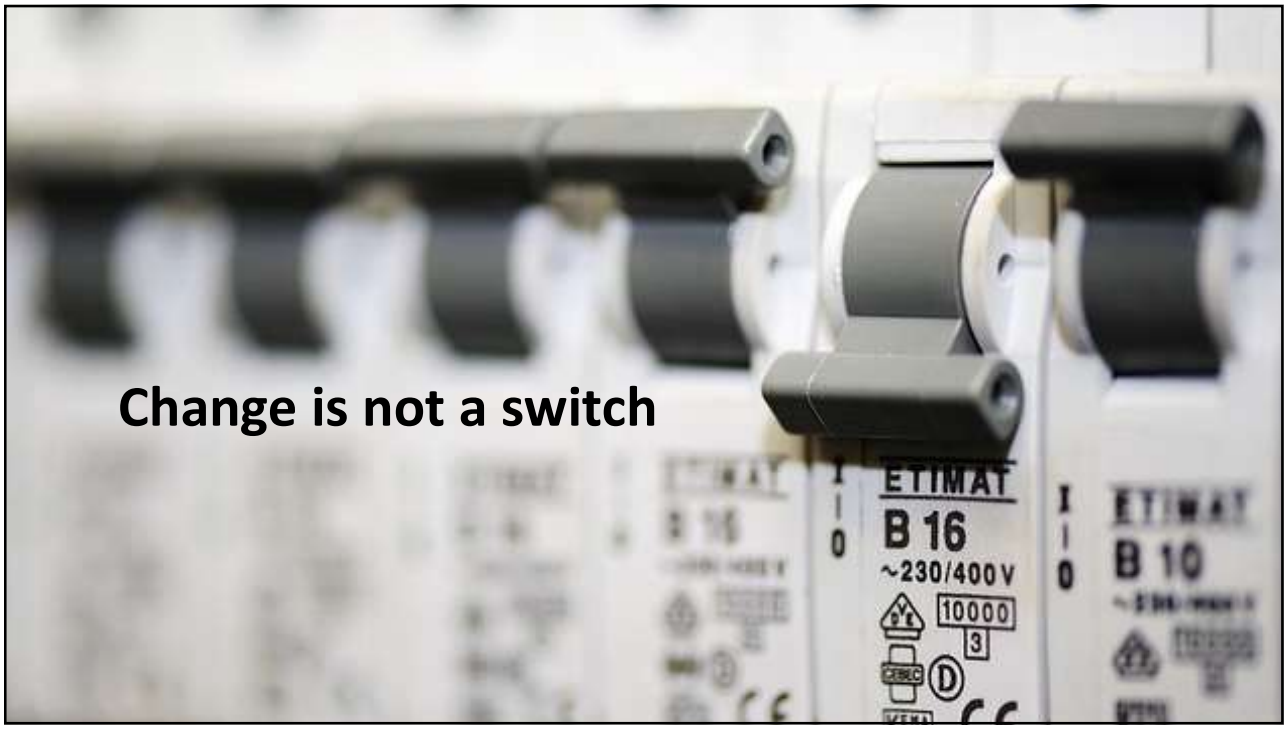

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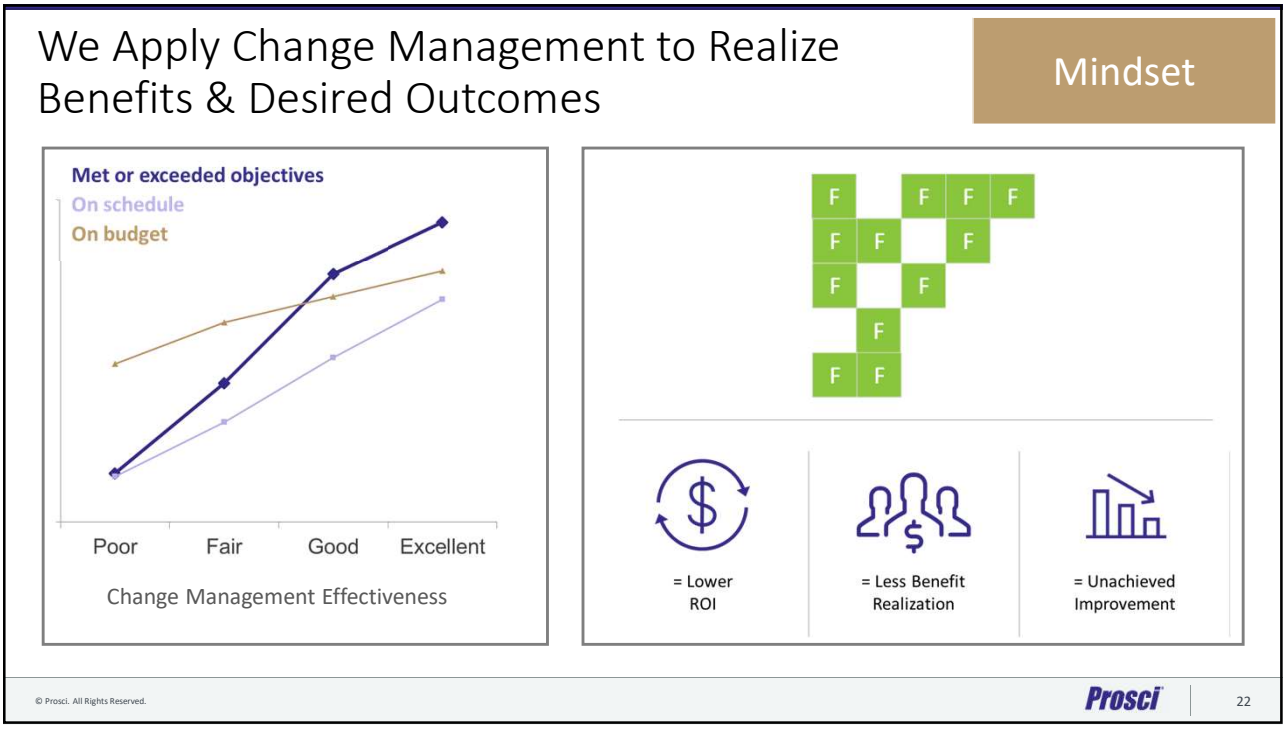

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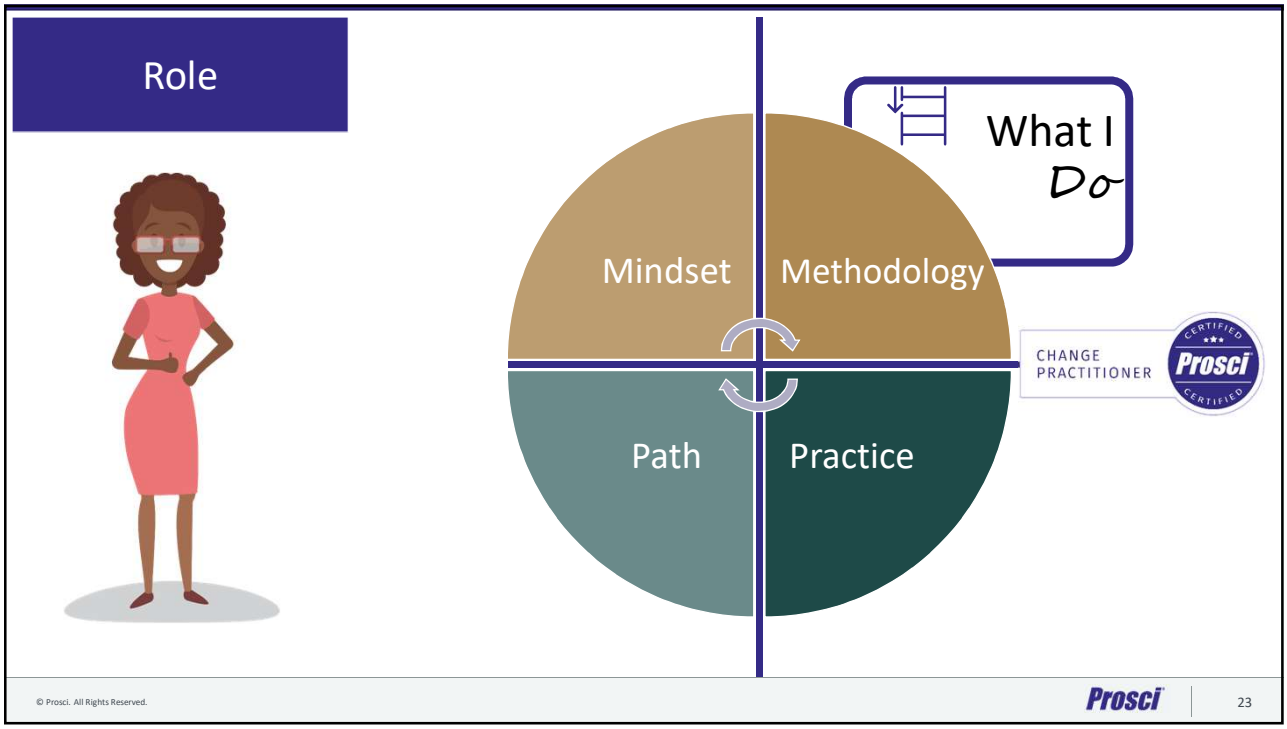

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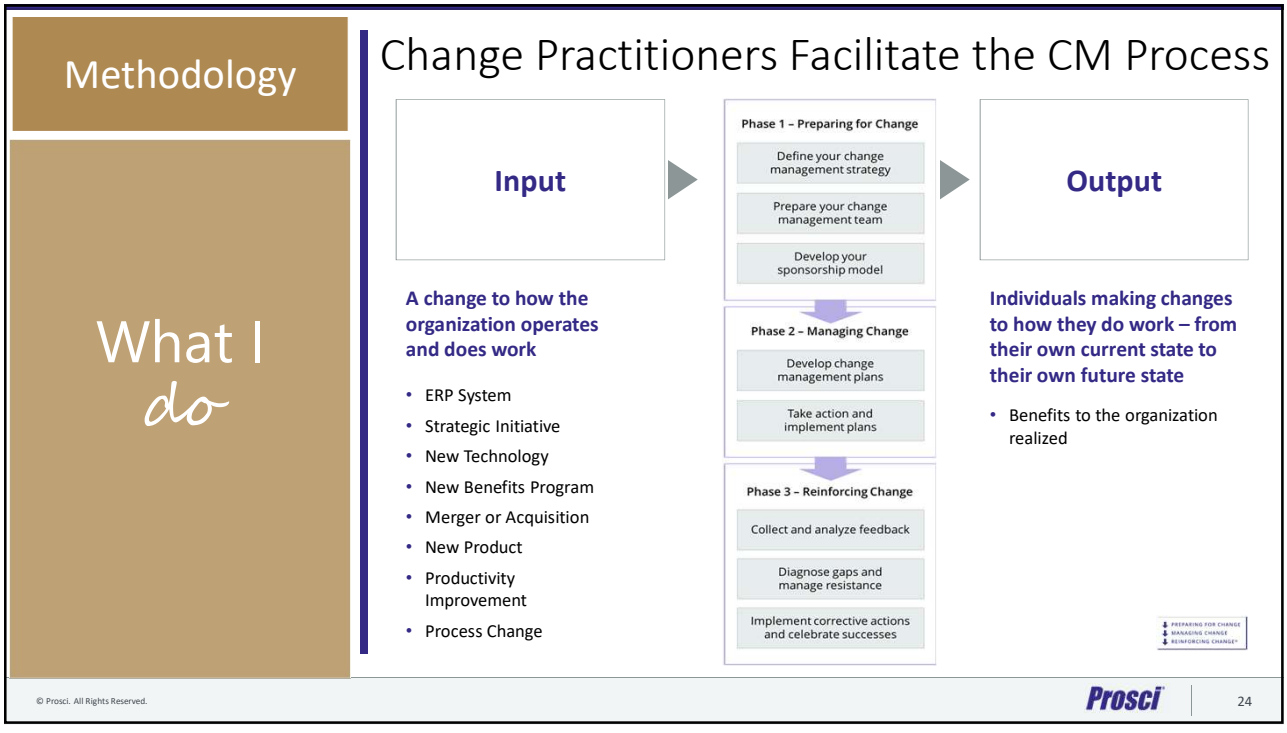

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Change Practitioners Follow an Inquiry-Based Approach to Managing Change

Methodology

- Why are we changing?
- What is changing?
- How ready for the change is the organization?
- How big is the change?
- Who has to do something differently because of the change?
- How are those who have to do something differently impacted?
- Do the people know how to change?
- Can they effectively make the change?
- What information and resources do they need to change?

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Methodology

Change Practitioners understand the change *impact*

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Change Practitioners Connect Project Activities to Individual Change

Methodology

Individual:

Awareness	Desire	Knowledge	Ability	Reinforcement

Organizational:

- Communications Plan
- Sponsor Roadmap
- Coaching Plan
- Training Plan
- Resistance Mgmt

Time

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Role

CHANGE PRACTITIONER

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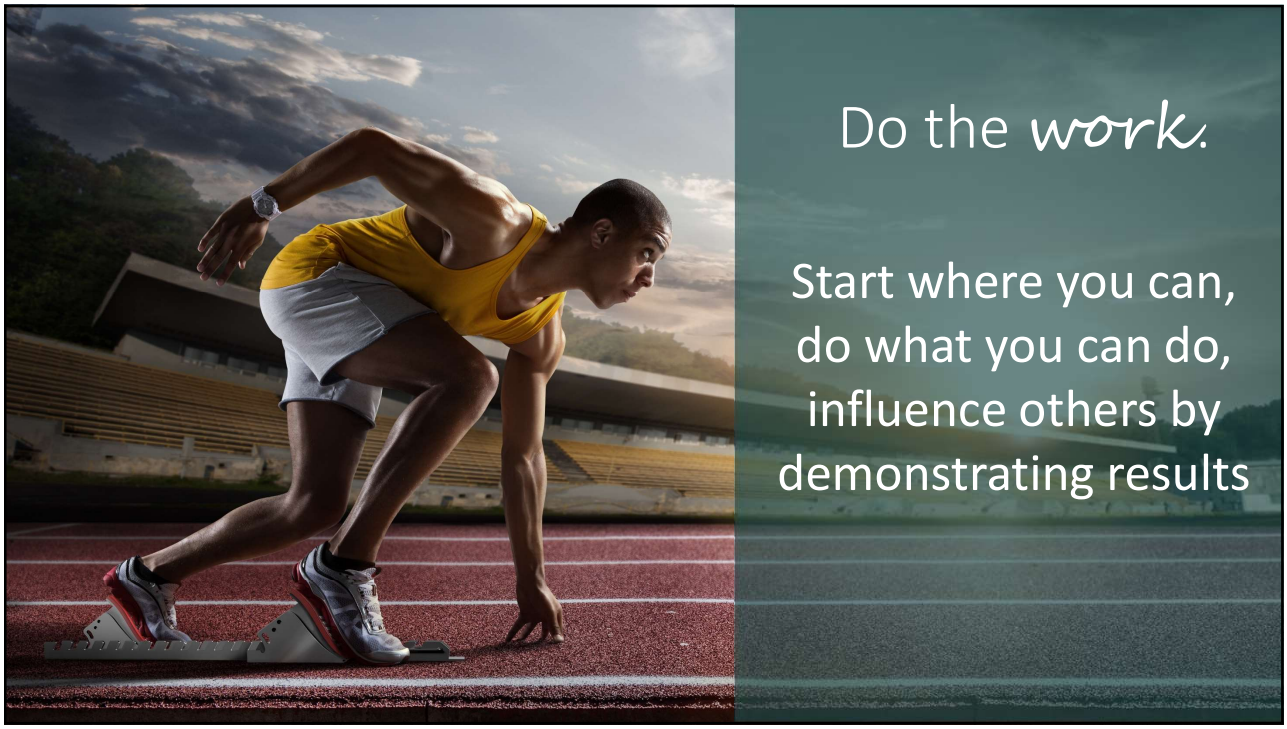

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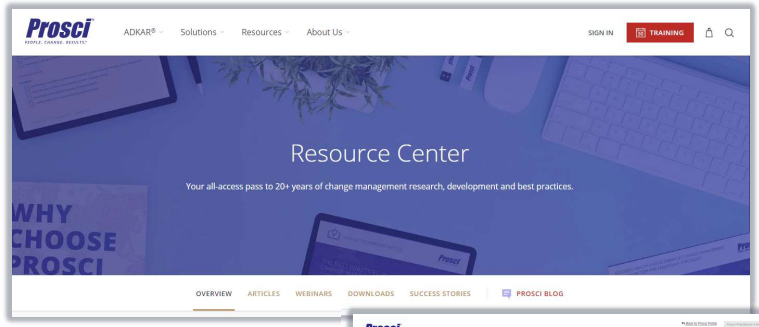
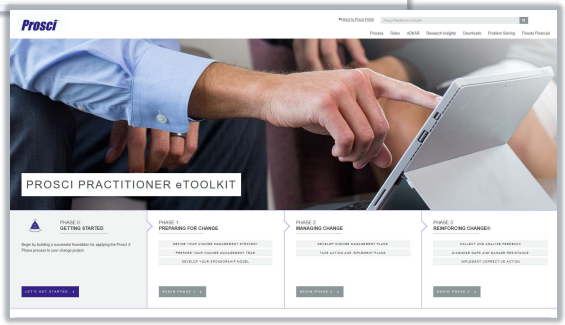
Practice

How I grow



Online Tools and Resources



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Practitioner Program (3 day)

Change Practitioners

What's after the 3-day? Two additional career development opportunities for Change Practitioners

Virtual Coaching
for Change Practitioners

Advanced Tracks
Professional development for career change agents

Practice

Continue to build *knowledge* and *skills*

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Role

Mindset | Methodology

Path | Practice

CHANGE PRACTITIONER

Where I Go

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Path

Where I Go

My Plan to Build Individual and Organizational Change Capability

Present → Future

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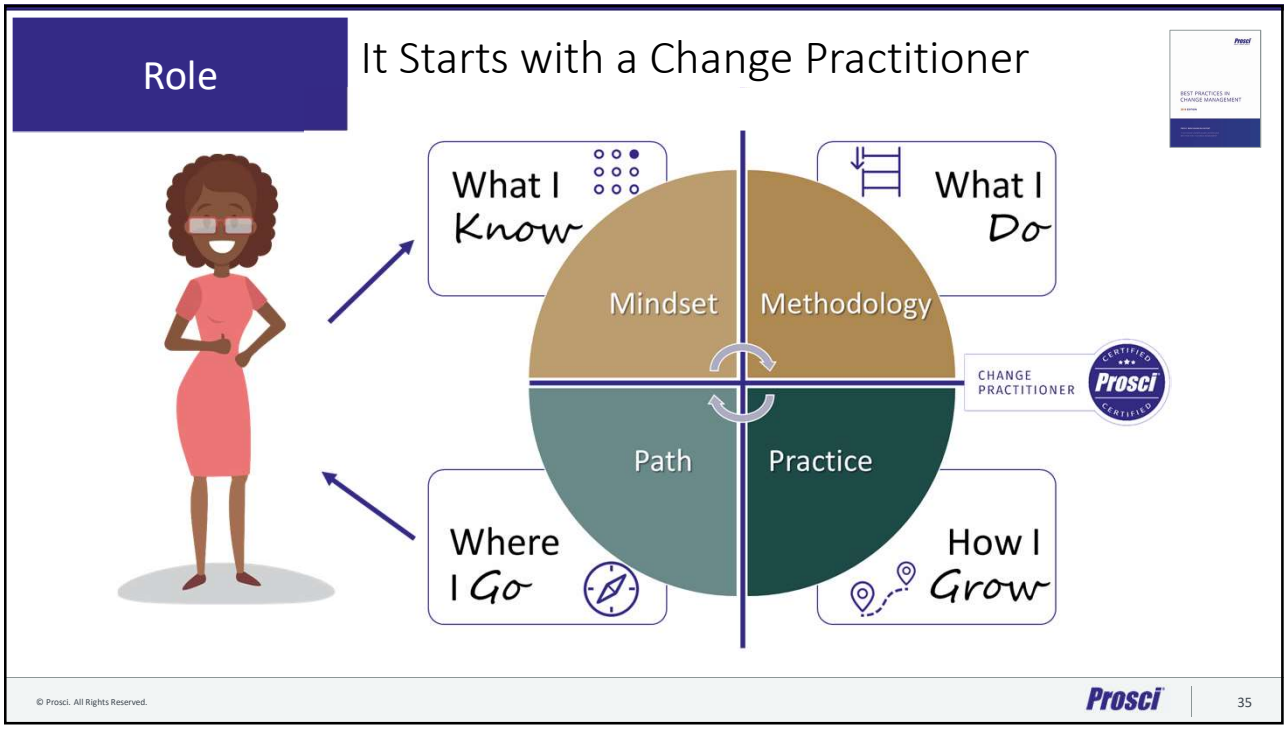

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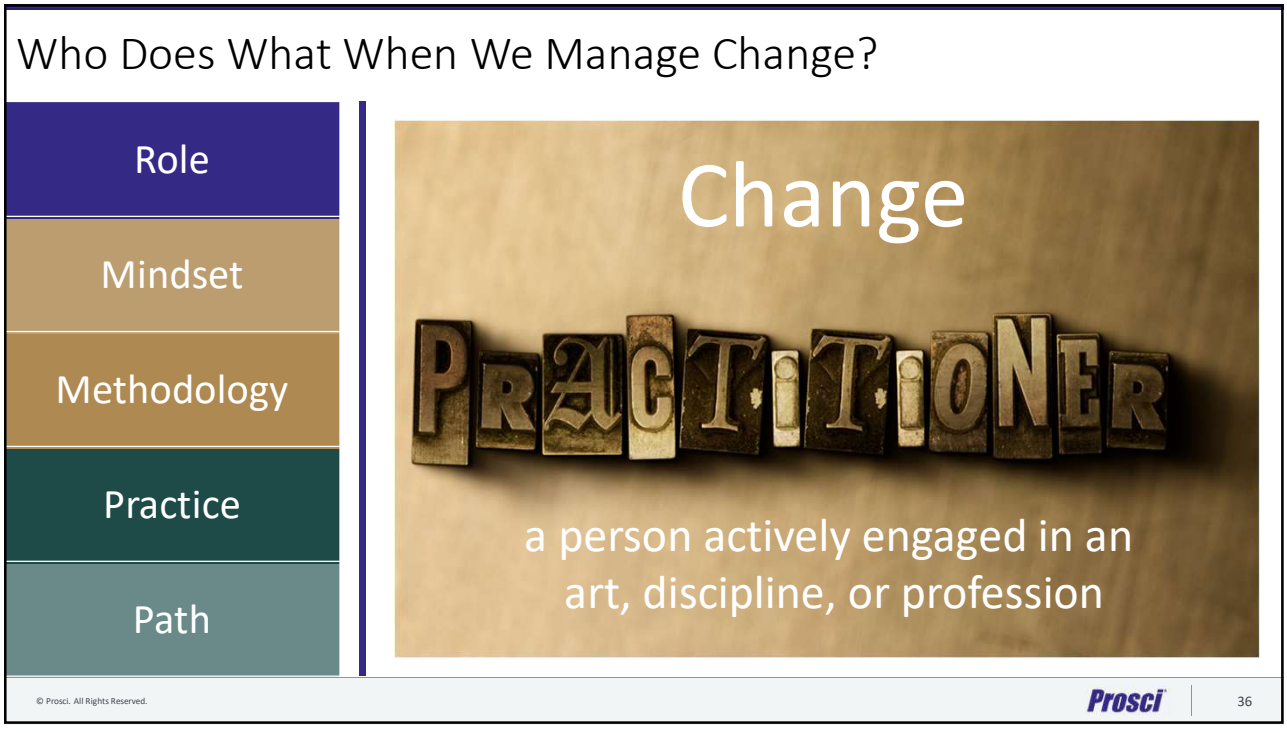

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Build individual change competencies
Apply change management on initiatives
Embed organizational change capability

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