

Craft Your Change Management Career

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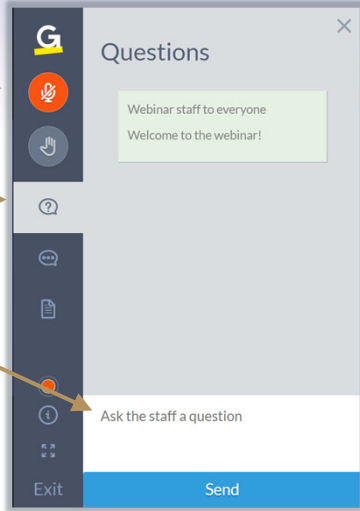
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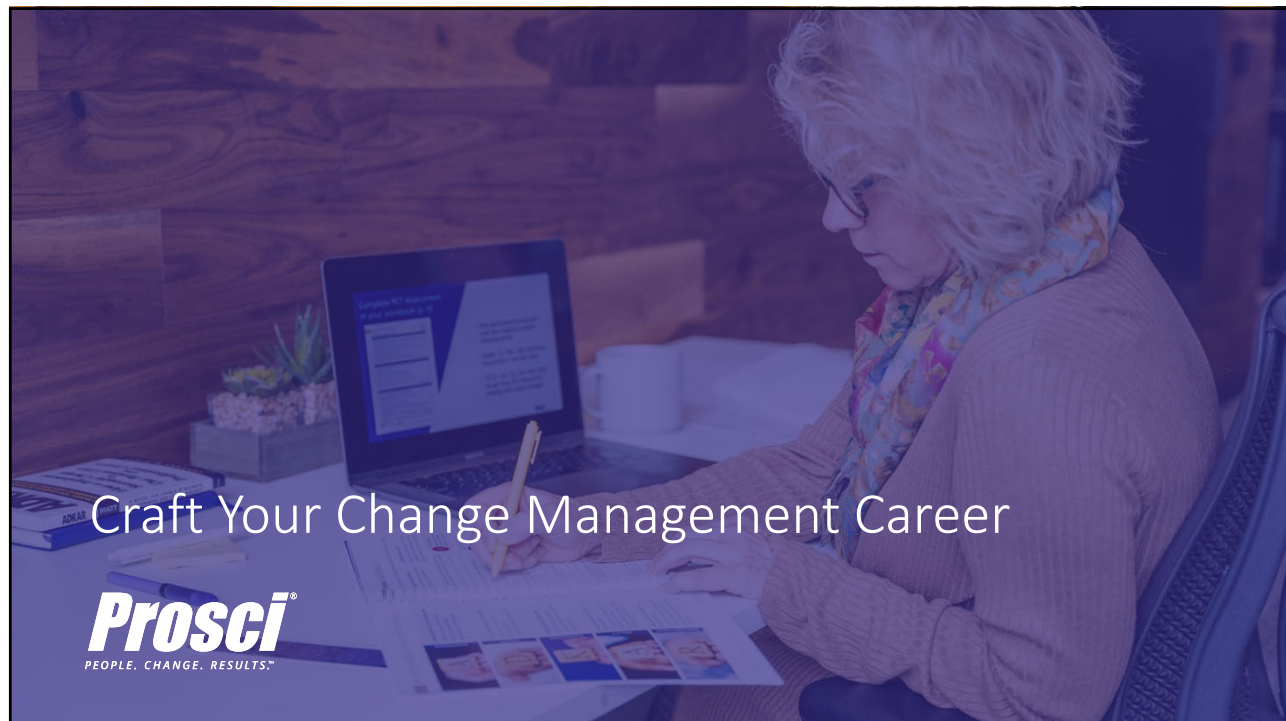
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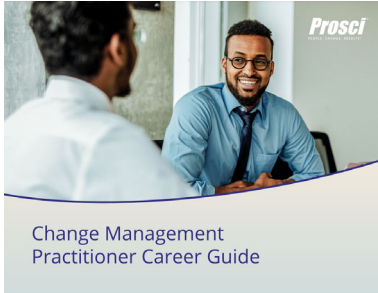


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Change Management Practitioner Career Guide



“It’s an exciting time to work in the change management discipline. Change practitioners are more important than ever in the global business world, especially in forward-thinking organizations where change is fast-paced and ever present.”

1. ZipRecruiter, “Change Management Specialist Salary.” <https://www.ziprecruiter.com/Salaries/Change-Management-Specialist-Salary> (Accessed July 13, 2022)
2. Prosci Best Practices in Change Management – 11th Edition
3. ZipRecruiter, “Change Management Specialist Jobs.” <https://www.ziprecruiter.com/jobs/Change-Management-Specialist> (Accessed June 29, 2022)

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Some Industry Stats



\$107,863 per year¹
Change management jobs pay well on average



113% Growth²
Organizations employ more change management professionals than ever



156,000+ jobs³
Numerous open roles in change management posted in the U.S.

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Craft Your Change Management Career

- What are the essential skills for success in the discipline?
- What common roles are available in change management?
- How do I get started?
- What role does training and experience play in my career?

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What a Change Management Practitioner Does

- Understands the details of the change and the impact on people
- Creates and implements change management strategies and plans
- Overcomes individual barriers to change that may manifest as change-resistant behaviors
- Coaches and supports others in the organization to execute their unique roles during change

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Focuses on the “people side of change” enabling the organization to achieve the desired results and outcomes from change

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Eight Essential Skills for Success in the Discipline

Navigate the human dynamics of change



Articulate change impacts, stakeholders, scope



Apply change management methodology



Establish change success measures, metrics, monitoring



Position the value of change management



Engage and coach sponsors with credibility and mastery



Consulting competencies



Complementary discipline competencies



Execute

Engage

Extend

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Position the value of change management

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Behaviors

Position the value of change management in different contexts across the organization.	Influence roles ranging from senior leaders to front line associates to buy in to the value of CM.
Successfully respond to objections to change management and the value it provides to the organization.	

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Engage and coach sponsors with credibility and mastery

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Behaviors

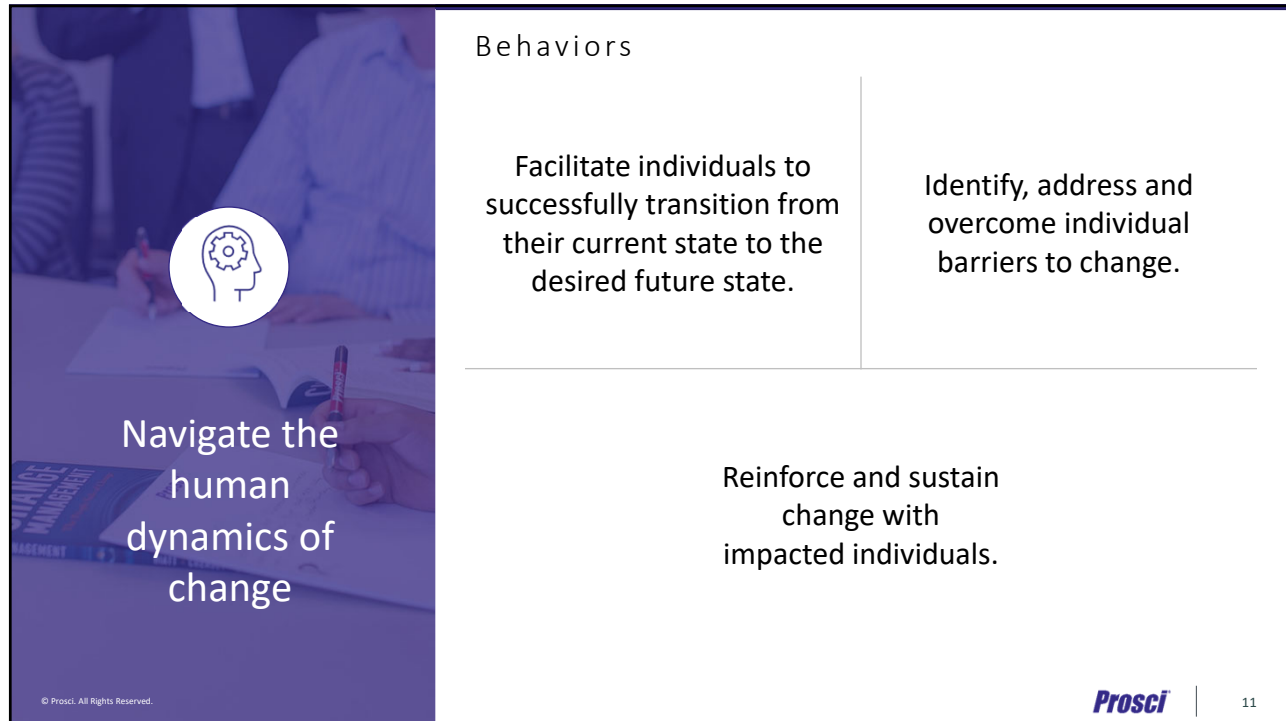
Crisply define the role and responsibilities of a sponsor in times of change.	Effectively engage with sponsors to address the people side of change.
Effectively coach sponsors to fulfill their role throughout the lifecycle of a change.	Build change management credibility with leaders across the organization.

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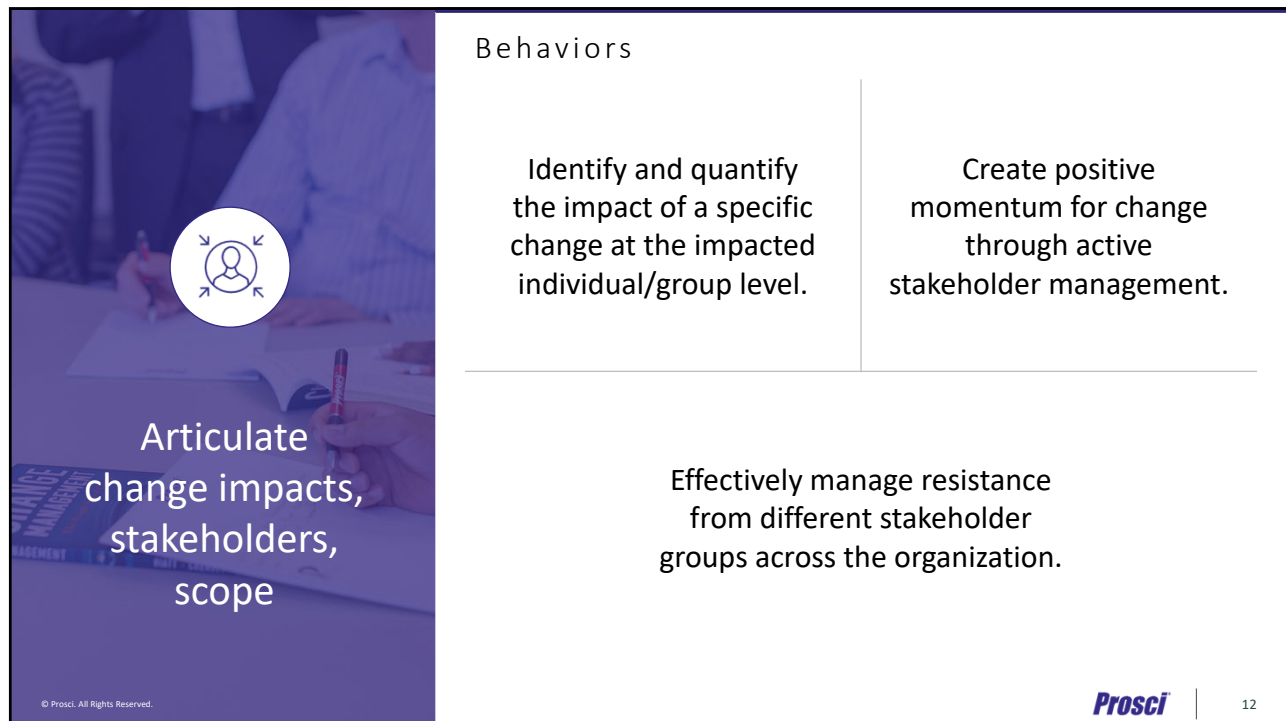
Navigate the human dynamics of change

Behaviors

- Facilitate individuals to successfully transition from their current state to the desired future state.
- Identify, address and overcome individual barriers to change.
- Reinforce and sustain change with impacted individuals.

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Articulate change impacts, stakeholders, scope

Behaviors


- Identify and quantify the impact of a specific change at the impacted individual/group level.
- Create positive momentum for change through active stakeholder management.
- Effectively manage resistance from different stakeholder groups across the organization.

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Apply change management methodology

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Behaviors	
Facilitate the application of change management frameworks, methods and tools to projects or initiatives.	Assess change risk and organizational change readiness.
Adapt the change management approach to address different organizational scenarios.	Develop and implement effective change management plans that enhance organizational results.

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Establish change success measures, metrics, monitoring

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Behaviors	
Create a shared definition of change success.	Identify and build agreement for adoption metrics on a specific change initiative.
Track and report on change management metrics over the lifecycle of the project.	

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Consulting Competencies

Behaviors

- Facilitate effective and engaging meetings
- Negotiate with key decision makers
- Influence stakeholders without authority
- Work across multiple levels in the organization
- Demonstrate emotional intelligence
- Excel at interpersonal communication
- Demonstrate business acumen
- Adapt engagement approach based on cultural awareness

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Complementary Discipline Competencies

Disciplines

- Project Management
- Lean Six Sigma
- Agile
- Innovation
- Design Thinking
- Customer Experience
- Organization Development
- Business Transformation
- Learning & Development
- Communication

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Change Practitioners Are Like
the Director of a Play

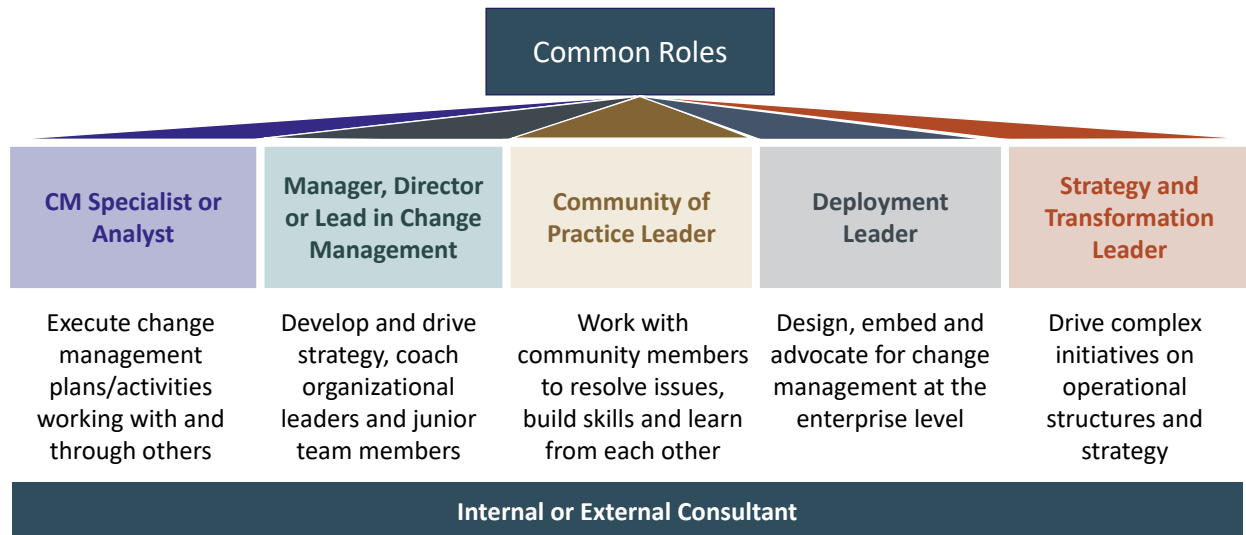
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Common Roles Available in Change Management



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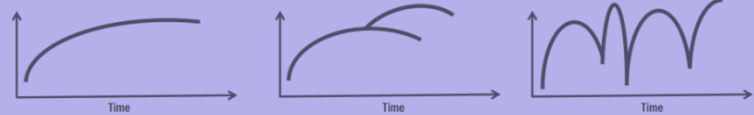
Becoming a change management professional is not a one-size-fits-all approach

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How I Got Started



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



Sample Career Arcs

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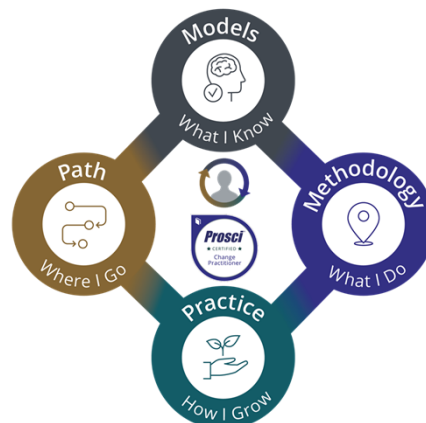
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The Change Practitioner Journey Model illustrates how to practically and actively engage in the change management discipline with Prosci

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How Training and Experience Propel Your Journey

Change Practitioner Journey Model

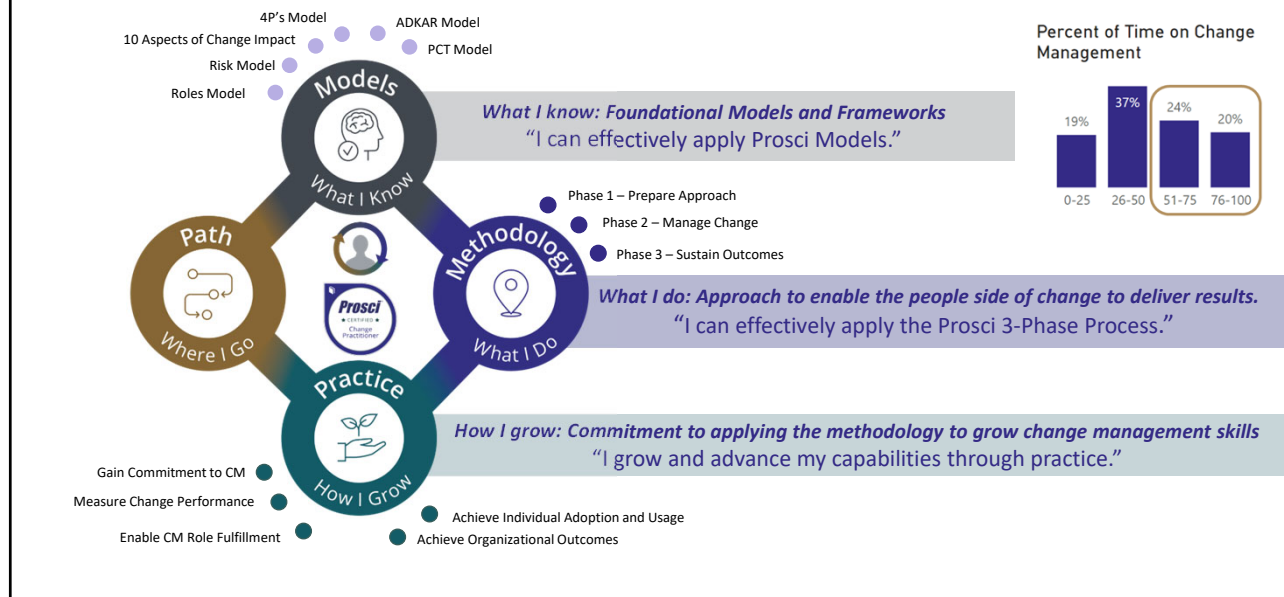


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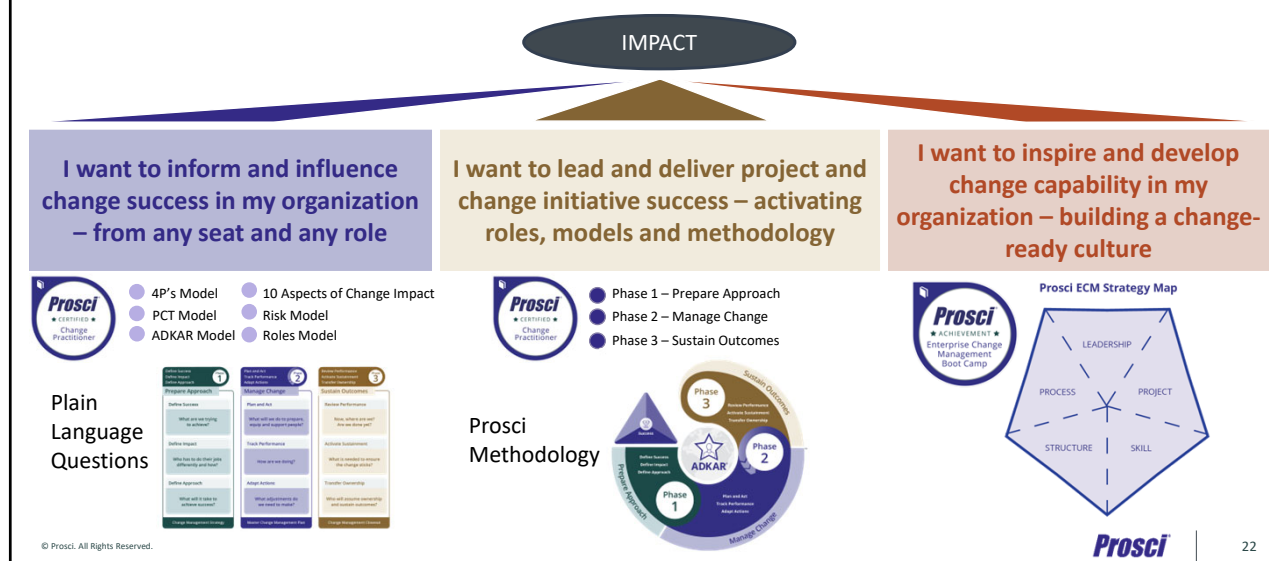
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How an Individual Achieves Professional Goals



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Mindsets and Toolsets on Your Path Viewed Through the Lens of IMPACT on Change Success

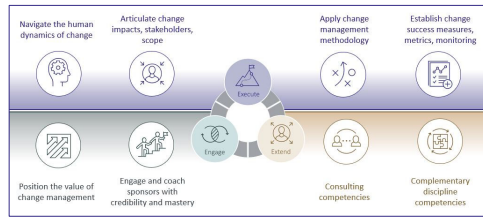


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Craft Your Change Management Career: Unlock & Accelerate Success



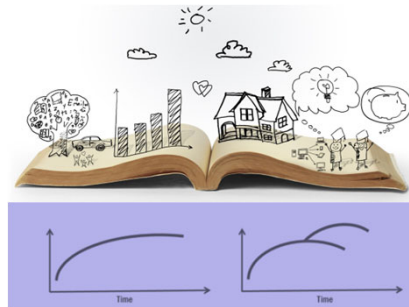
Eight Essential Skills: Strengths and Opportunities



Desired Change Management Role: 1 & 3 Years

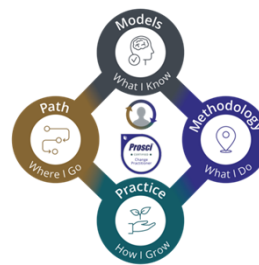
Write Your Own Story

Zoom Out and Design Your Multi-Year Career Arc



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Change Practitioner Journey Model



Partner with Prosci
To Achieve Your Desired Credentials and Career Objectives

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