

ORGANIZATIONAL CHANGE MANAGEMENT

COURSE CODE

3012

COURSE COSTS

contact us for details

DURATION & LOCATION

2 days - online and onsite*

*min of 8 for onsite delivery

DEVELOPMENT UNITS

14

PRE-REQUISITES

Some experience with projects is required.

AUDIENCE

This course is intended for staff responsible for project success, including sponsors, project managers, functional managers, leadership and team members.

DESCRIPTION

A strategic project you're working on is going to require that people change the way they do their work, or who they work with, or what they care about, or how they're performance is measured, or..... you get the picture! Organizations reach their goals through projects; projects require that people change. BUT – as a wise man once told me, “The only person who really likes change is a wet baby - and even they usually kick and scream throughout the change process!”

KNOWLEDGE AREAS COVERED

PMBOK KNOWLEDGE AREAS

Project Communications Management | Project Stakeholder Management | Project Human Resources Management

BABOK KNOWLEDGE AREAS

Requirements Life Cycle Management | Underlying Competencies | Strategy Analysis

KEY LEARNING OBJECTIVES

- your personal attitude towards change
- the importance of sponsorship and how to be an effective sponsor
- how to guard against scope creep
- how to confer the 'right' level of authority for the level of accountability
- how to strategically align the organization with the project's objectives
- tools to assess the organization's readiness for change including a stakeholder analysis, impact analysis, and force field analysis
- strategies and practical tools for transforming the organization at three levels: Individual, Team and Organization
- how to customize both formal and informal communications for all stakeholders
- how to establish an effective governance structure along with decision rights
- how organizational design can hinder or facilitate organizational change
- the importance of aligned reward and recognition systems
- how to meaningfully involve employees in the process
- how to identify and leverage thought leaders
- the difference between education and training and the role each plays in the change process
- how to develop an internal marketing campaign