

The Fundamentals of Change Management



**including The Highway of Change's
Practical Framework Approach to Change**

Why Change Training



Creates change-savvy people who are critical to success

Exponentially increases the rate of project success



Demonstrably reduces resistance to change

Helps maintain visibility and encourages belonging

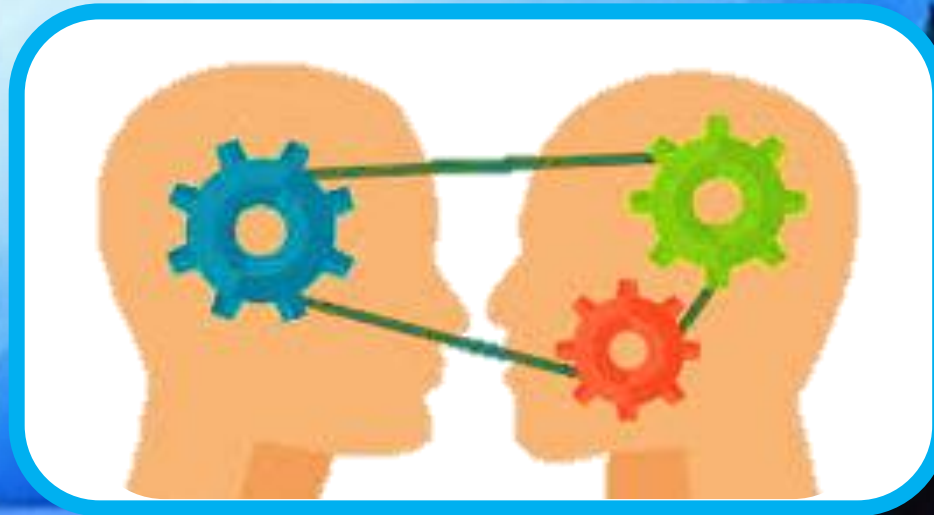


Greatly reinforces the fact that change is needed

Provides support to teams as they adjust to change



Who is it For



You want to gain a better understanding of Change Management and how it can help you in your current role

You are a Project Manager that has an interest in, or wanting to learn more about Change Management

You have happened into the Change Management discipline but have had no formal training

You want to get into Change Management as a career and want to get a broad understanding of what it is

You want to help employees understand, accept and embrace changes in their current business environment

What's Included (Module 1)

SESSION 1



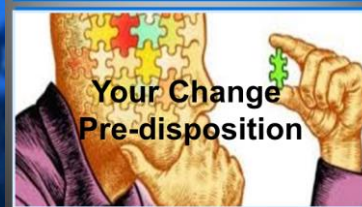
Insights into and different interpretation of the meaning of the word "change"

SESSION 2



Some Change Management definitions and a global overview of the size of the profession

SESSION 3



Feedback to determine your pre-disposition to change based on a self-assessment questionnaire

SESSION 4



Details about the difference between the CM and PM disciplines and explores integrating them

SESSION 5



Introduces drivers for change, major challenges and what makes change successful

What's Included (Module 2)

SESSION 1

Change Management Models & Methodologies



An overview
of different
Change
Management
Models and
Approaches
and how to
use them

SESSION 2

Kotter
INTERNATIONAL

An overview
of Kotter's 8-
Step process
for Leading
Change +
pro's and
con's

SESSION 3

Prosci
PEOPLE. CHANGE. RESULTS.

An overview
of Prosci's
3-Phase
Change
Management
process and
ADKAR +
pro's and
con's

SESSION 4

A Practical Framework Approach to Change



An overview
of The
Highway of
Change's
Practical
Framework
Approach to
Change +
pro's and
con's

What's Included (Module 3)

SESSION 1



Organisation Change
Readiness
Assessment

Provides an overview of how to undertake a change readiness assessment exercise

SESSION 2



Ways of
Implementing
Change

Looks at different approaches and ways of implementing change

SESSION 3



People
and
Change

Explores the way people are impacted by change and their reactions to it

SESSION 4



Change
Behaviours

Covers various approaches on how we can change people's mindsets and behaviours

SESSION 5



Change
and the Brain

Provides insights into how the brain works and reacts when faced with change

What's Included (Module 4)

SESSION 1



Explains the complexity of organizational culture and gives examples of culture change approaches

SESSION 2



Provides details of different kinds of resistance and explains ways to overcome them

SESSION 3

An illustration showing a stylized human head profile in blue and white, with a glowing lightbulb inside, representing the cognitive, emotional, and spiritual aspects of change.

The Head, Heart
and Soul of
Change

Explores team selection, the needs of people and inspiring them to support change

SESSION 4



Details the value of having change agents and how to set up a change agent network

What's Included (Module 5)

SINGLE SESSION



A run through of
exercise feedback that
explores answer
rationale and a
comparison against
benchmark answers

What's Included (Module 6)

SESSION 1

Sponsorship & Leadership



Provides details of the different types of sponsors, their role and outlines their key activities

SESSION 2

Stakeholders



Introduces a simple stakeholder engagement model and how stakeholders can be analysed and managed

SESSION 3

Communication & Engagement



Describes a simple model, how to create change awareness and what different channels can be used

What's Included (Module 7)

SESSION 1



Details how to create a process hierarchy, map as is and to be processes and the need for critical examination

SESSION 2



Introduces a simple 4-step model for evaluating and determining organisation change

SESSION 3



Change Impact Assessment

Explains how to evaluate the scope, size, and impact of the change and conduct impact assessment

SESSION 4



Describes all the necessary key activities needed to ensure people are adequately trained

What's Included (Module 8)

SESSION 1

A 3D white figure holding a briefcase and pointing upwards.

**Business
Readiness
& Adoption**

Explains how to measure the readiness of a business for go live and the process of user adoption

SESSION 2

A signpost with three arrows pointing in different directions, labeled 'BETTER', 'FASTER', and 'CHEAPER'.

**Business
Benefits
Management**

Covers essential elements of managing and measuring business benefits

SESSION 3

A circular diagram with three arrows forming a loop, colored yellow, red, and blue.

**Continuous
Improvement**

Details the process of the plan, do, check and act methodology

SESSION 4

A thumbs up gesture in green and a thumbs down gesture in red.

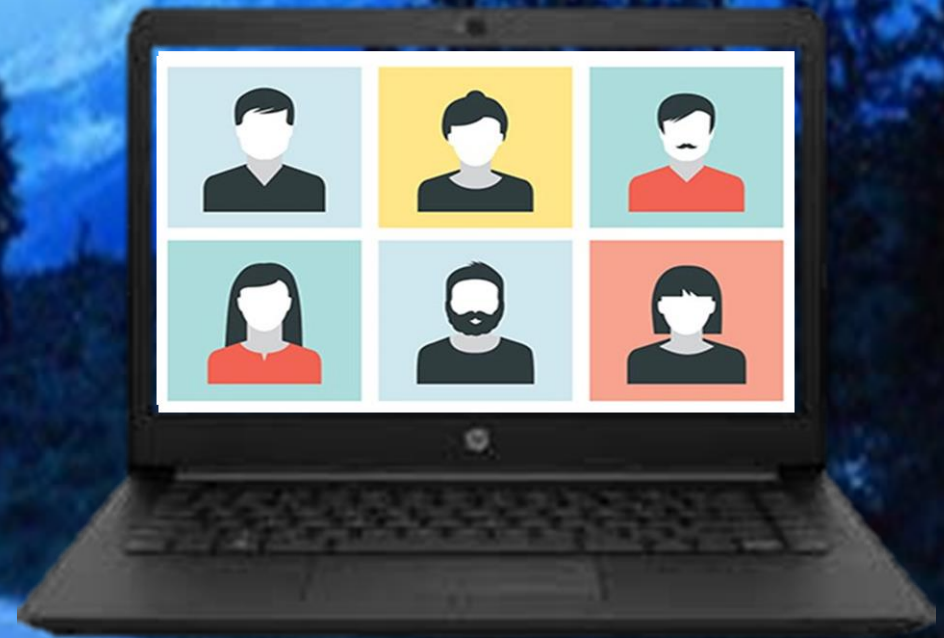
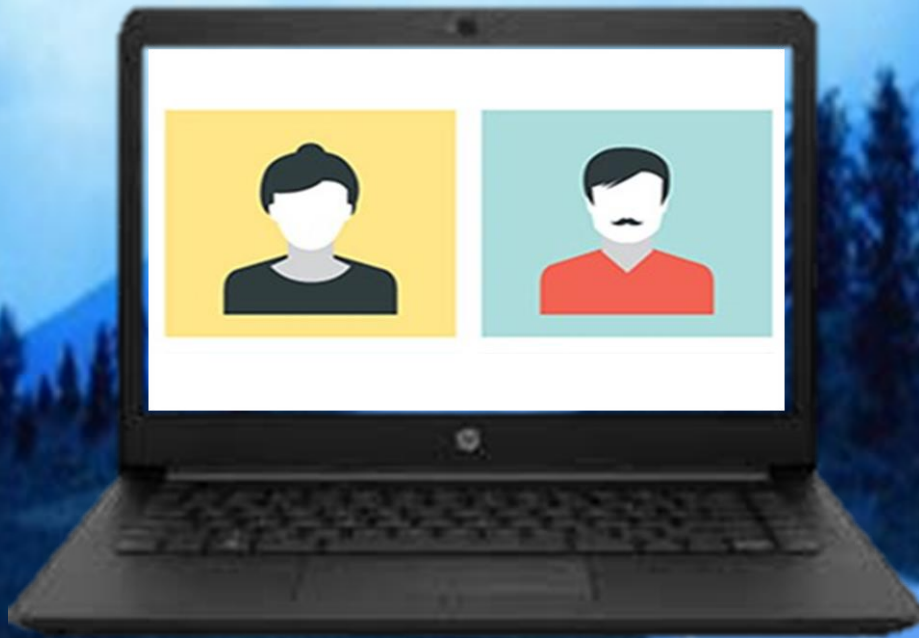
**Success
& Failure**

Two slides that encapsulate what change success and failure look like

How is it Delivered

One-to-One

One-to-Many



Online via  zoom

8 x Sessions over an agreed period
to suit your schedule

The Delivery Style



Stories and
anecdotes



Practical
insights



Lessons
learned



Conversation
and chat



Relaxed and
informal

Delegates Have Come From

Trinidad & Tobago



Singapore



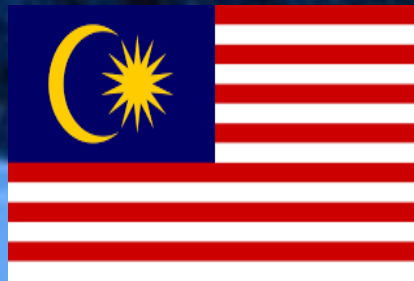
Nigeria



United Kingdom



Malaysia



Thailand



Pakistan



Germany

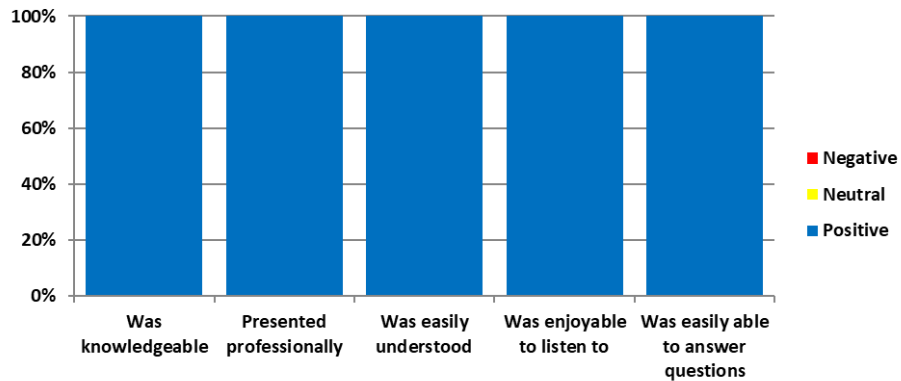


Guyana

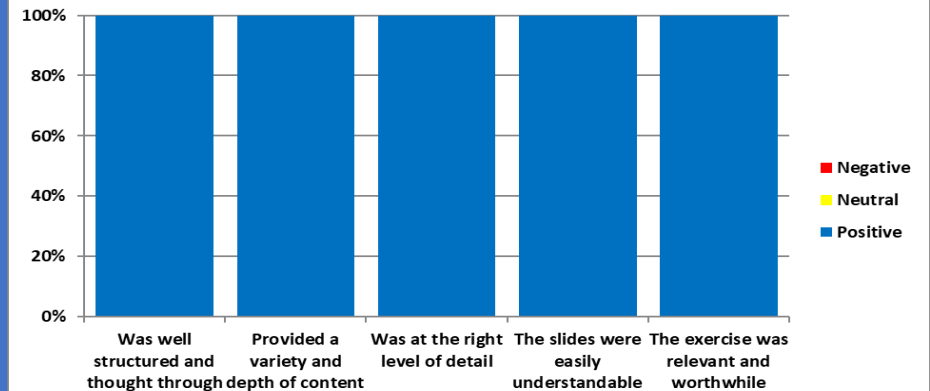


Overall Quantitative Feedback

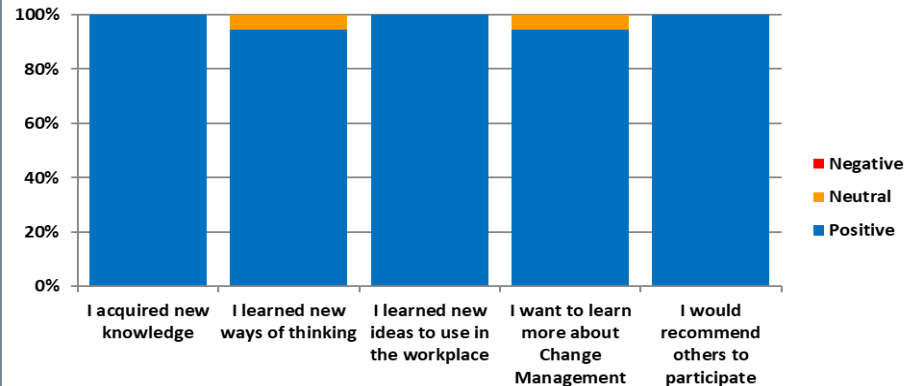
The Course Leader



The Course Content



The Course Outcomes



Some Qualitative Feedback

It was not all about theory but also about sharing applied knowledge and lessons learned

Honestly this is most interesting workshop that I ever attended. Very practical and real

Though it is online it felt like face to face training. The trainer is very knowledgeable and highly skillful and experienced

The course was delivered in a relaxed yet engaging manner where principles were related to real-life examples

A well-thought through, well-built and detailed workshop packed with practical examples

The workshop contents were invaluable, well structured and easy to understand



The sessions were enlightening, full of practical examples and great stories

Trusted Advisor Online



On completion of the course you will have the option of signing up to my Trusted Advisor Online service

This will give you access to me at a preferential rate for specific and focused Change Management advice & guidance

Completion Certificate



You now even get to choose which banner you want for your certificate

About your Trainer



Ron Leeman
FAPM, FMS

I have been in the business of Change Management for more than 4 decades gaining thousands of Endorsements and over 100 Recommendations on LinkedIn

Change Management Pedigree

Industry Sectors



Oil and Gas



Advertising



Local Gov



Insurance



Engineering



Central Gov



Telecoms



Retail



Financial Services



Pharma



Transportation



Utilities

Technologies



LAN & WAN



Data Centre



Knowledge Management



Imaging



Video Conferencing



Case Working



Document Management



ERP
SAP/MSD/Oracle



Core Banking



SAS
Analytics



Back Office
Trading



Meeting Room
Collaboration

An Award Winning Change Leader

In 2012 I was presented with a
Change Leader of Tomorrow Award
by the World HRD Congress



in recognition of my “remarkable progress in initiating changes enough for others in the same industry to follow my example”

The Fun(damentals) of Change Management



**A different kind of learning experience
– making change fun**