

# Prosci® 3-day Change Management Certification Program

*"Organizations do not change, people do"*



# Learn to effectively manage change

**THE NUMBER ONE OBSTACLE TO SUCCESS FOR MAJOR CHANGE PROJECTS IS EMPLOYEE RESISTANCE AND INEFFECTIVE MANAGEMENT OF THE PEOPLE SIDE OF CHANGE**

Prosci's 3-day change management program will give you the knowledge, skills and tools to drive successful change initiatives.

During this program, you will apply holistic change management methodology to a current project. You will create a customised change management strategy as well as change management plans for communication, sponsorship, coaching and training.

Our public certification program is available to all individuals or small teams, in Denmark, Sweden and Norway. Private/on-site programs targeted toward your company's needs are also available.

## Course Objectives

**By the end of the course you will be able to:**

- ◆ Understand how effective change management improves organisational results
- ◆ Articulate the value of change management to peers and leaders with a presentation on the business case for change management
- ◆ Learn to use the Prosci ADKAR® model to support managers in effectively leading employees through a change
- ◆ Assess your organisation's readiness for change
- ◆ Apply the Prosci change management methodology to a real project

## Course Highlights

- Globally recognized certification in Prosci Change Management methodology
- Includes books, tools and templates
- One-year subscription to the Prosci Practitioner e-Toolkit
- Can be held in English, Danish or Swedish

**Participants bring their own change projects to the course, work on these projects, present their work to a "team of executives" and are able to hit the ground running upon returning to work**



# What is included

- Best Practices in Change Management (benchmarking report)
- Employee's Survival Guide to Change (book)
- Change Management: the People Side of Change (book)
- ADKAR: A Model for change (book)
- Course slides and handouts
- One-year subscription to the Prosci Practitioner eToolkit



## DAY ONE

- ◇ Why change management?
- ◇ The ROI of effective change management
- ◇ The Prosci ADKAR® Model
- ◇ 7 concepts of change
- ◇ Preparing for change: assessing change readiness

## DAY TWO

- ◇ Preparing for change: building team structure and assessing sponsorship
- ◇ Managing change: creating customised communication and sponsorship plans
- ◇ Executive project plan presentations

## DAY THREE

- ◇ Managing change: creating, coaching, training and resistance management plans
- ◇ Reinforcing change
- ◇ Exam and graduation

**Please bring a Wi-Fi compatible laptop**

### Price and availability

For more information on our public courses, including our upcoming schedule and course registration, please visit [www.proacteur.com](http://www.proacteur.com)

### Our public courses are held at:

- Munkerupgaard in Gilleleje, Denmark
- Sigtunastiftelsen in Sigtuna, Sweden
- Raumergården Hotel in Gjerdrum, Norway

## Who should attend

This course is ideal for anyone responsible for driving change in their organisation.

Prior course participants include:

- Change leaders
- Project managers
- IT professionals
- Human Resource Business Partners
- Project team members



## Feedback from course participants

"Very good! Fun! Interactive and challenging" (Anna-Karin Ahlflood, Ericsson)

"Excellent! I have learned so much" (Elin Dahlkvist – Systembolaget)

"Very inspiring and informative" (Margit Weygaard-Hansen – Aller Media A/S)

"It was an excellent, excellent course!!" (Jakob Larsen – Novo Nordisk A/S)

"Combining learning, food and service at very high level. Best course ever!" (Danni Rahbek – Bestseller)

## About proacteur

Founded in 2006, proacteur is a consulting firm that provides evidence-based and best practice consulting services within Change Management. We follow an internationally established and proven change management method that is holistic and takes the complexity of the change into account. This ensures that the change effort is focused and that the change is robust and lasting.

This is how we do it:

1. Together, we make sure we understand the issue
2. We develop people to fulfil their role in the change
3. We manage the change together with you

We base all decisions on data and strategic indicators to make sure not to lose sight of the targets at hand – whether is it quality assurance in our clients' deliverables, improved production efficiency or process optimisation.

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