

Helping Your Develop World-Class Competency In...

# Efficient Change Management Training Workshop

Reducing the Resistance  
Reducing the Costly Mistakes

6 Day Training including 1 Day Workshop

- ✓ Effectively Initiate Change
- ✓ Effectively Manage Change
- ✓ Effectively Implement Change
- ✓ Effective Reporting of Progress

A 6 Day Training including 1 Day Workshop

## Program Overview

The Workplace is Changing, Technology is Changing, The Business Environment is Changing, Customer Expectations are Changing, New Challenges Arise, New Opportunities come your way and we (organization and employees) have to adopt the changes to be successful. This program will help you maximize your chances of being able to successfully and efficiently implement change in your work, section, team, department or organization. You will learn why change initiatives often fail, create anxiety, comes up with resistance, cause organization work disruptions.

You will learn Step by Step Change Management: How to identify and analyze change proposals? How to plan a change idea or directive? How to understand change related stakeholder perceptions? How to prevent uninformed opposition? How to communicate the change plan? How to delegate change work? How to support and monitor change efforts? How to resolve the problems and issues? How to report change implementation progress? How to motivate change team and contributors? How to celebrate successes? How to setup an institutionalized Change Management Knowledge System?

## Program Content

1. Understanding problems associated with making change
2. Understanding Resistance to Change (Informed, Uninformed and Cultural)
3. Understanding Human Motivations as they relate to Changes
4. What are the Initial Essential Communications related to any Change Initiatives?
5. How to Build an Efficient Change Management Team?
6. How to Plan the Change Implementation Project?
7. How to Prepare a Risk Management Plan for the Change?
8. How to Prepare and Execute the Motivation Plan and Buy-in for the Change?
9. How to Delegate Change Tasks?
10. What are the Training and Coaching Needs of Any Change?
11. How to provide Change Implementation Support and Do Followup?
12. Change Implementation Controls you should consider.
13. Resolving and Communicating Change Implementation Problems
14. How to Celebrate Successes - initial, milestone and final?

## Efficient Change Management Training Workshop (PCM730-6)

15. Change Progress Management Reporting
16. Review of Change Plans
17. Institutionalizing the Implemented and Successful Change
18. Workshop 1 Applying What you have Learnt.
19. Program Recommendations

### Who Should Attend?

All Team Leaders, Supervisory and Managerial Staff, and, anyone responsible for implementing significant change successfully and efficiently with minimum pain in your organization. This program constitutes an essential module for developing leaders in your organization, so potential managers and leaders must go through this training program.

Attending this programs should reduce Change Related Stress, Team Attrition, Redesign, Rework, Revisions, Delays, Customer Dissatisfaction and Fire Fighting Efforts. It is recommended that Managers, Executives and all stakeholders should attend the 5 day or 6 day program version. Change Management Team members should attend the 2 week or 3 week Training Workshop. Change Coordinators and Trainers should attend the 4 week or 12 week certification programs.

### Program Outcomes and Take-Away/s

Euro Training is in the business of providing practical useful training programs. Programs that

1. Help the participant implement improvements in his organization.
2. Help the participant gain Multi-discipline understanding of the issues so that he can incorporate the needs and expectations of all his stakeholders/ customers in his improvement proposals and actions.
3. Help build a knowledge framework in which job related experience can be caught and remembered as his experience.

### Benefits to Organization

Sending participant/s to this program will benefit the organization in the following ways

1. Quickly makes the participants competent, effective and productive on his job. Useful especially for
  1. Training New employees
  2. Competency Building in Existing Employees Transferred to a New Assignment
  3. Training Prior to a New Project or Initiative Planned in the Organization
2. Create Competency in the employee to perform his job well. including in relation to
  1. Relevant Technical Knowledge, Skills and Competencies
  2. Organizations' Strategic Objectives
  3. Needs and Expectations of the Stakeholders/ Customers (internal & external)
  4. Good Management Practices
  5. Identifying opportunities to Exceed Stakeholder/ Customer Expectations
3. Create a pool of trained manpower that can cost-effectively disseminate the knowledge to a large number of employees inside the organization. This is made possible by Euro Training's unique, easy to understand and easy to use methodology, based on *checklist and quality assurance* approaches.
4. Euro Training instructors often act as mentors for the participants. It's the most effective way to ensure effective competency development and the subsequent application of those competencies on the job, by your motivated staff. We do have consultants available across Americas, Europe, Asia and Africa (Please inquire about our post program mentoring plans).

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### Participant Individual Career Benefits

1. You gain a multi-discipline understanding of the issues. Meaning when you make proposals and decisions on your related job you will keep in mind the needs and expectations of ALL the stakeholders/ customers (internal & external)
2. The action plan you take away will help you make a difference in your business unit or organization! When you talk about this difference you have made to your organization in your resume, you will be a prime candidate for career advancement in your own organization or in your next job(s).
3. Understanding and acting with understanding of the Needs and Expectations of your stakeholders/ customers is known to enhance Job Satisfaction and reduce Monday Morning Blues.
4. As one of your stakeholders/customers is Executive Management, the program ensures that you know the strategic imperatives that drive the organization's efforts in your relevant job area.

### This Program is Intended for...

**Those new to the field** take away a good multi-discipline understanding of the issues involved in their work. It helps them in becoming productive quickly and in building a knowledge framework that will help them identify, understand, classify and remember on the job learning and experiences.

**More experienced participants** take away an individualized action plan as mentioned in the previous sections.

**Implementation Teams:** This program can be used to train implementation teams...

1. when a new project or initiative is being started in your organization
2. when a new strategic focus is being initiated
3. just prior to a consultant being hired to advise the organization

Each participant will take away a memorable and potentially life changing experience from the program.

No limitations are being placed on who can attend. If you are interested in the program outcomes and takeaways, or feel you can benefit from the organizational and personal benefits mentioned above, you are welcome to register for this program. Program instructors have the knowledge, experience and access to resources required to customize the program to the specific job related needs of each program group

### Registration Recommendations

**Team Nominations:** This program aims to ensure the participants have their individualized improvement plan at the end of the program. So, foreseeing the effort involved, anticipating resistance and implementation requirements, it is recommended that the organization nominate **at least two participants together** (three will be more desirable) for this program.

It is anticipated that these 2 or more participants will work together as a team or provide mutual support in order to implement the action plan.

**Single nominations** will also be accepted for the program. Single nominations are typically used to -

1. Develop personnel skills in critical skills and methodologies covered in this program.
2. Train individuals for leadership roles in business units or departments. This program will help the participant coach and lead his team in these critical skills and methodologies. (The program typically does not cover coaching skills but provides the related technical understanding in an easy to communicate manner).

### For Latest Program Schedule Email:

[pcm730-6@EuroTraining.com](mailto:pcm730-6@EuroTraining.com)

[www.eurotraining.com/bro/pcm730-6.php](http://www.eurotraining.com/bro/pcm730-6.php)

<b>REGISTRATION FORM</b>	
<b>Program:</b>	<b>Efficient Change Management Training Workshop (PCM730-6)</b>
Location Where Attending:	
Program Dates:	
Whether Participant will Consider Alternate date if one requested is not available:	
Participant Name Prefix: Mr/Ms/Mrs	
Participant Name:	
Participant Job Title:	
Participant Department & Section:	
Participant Employer/ Company:	
Participant's Present Job Responsibilities:	
Participant Email Address:	
Participant Mobile Number:	
<u>Sponsored by:</u>	
Sponsoring Company:	
Job Title of Sponsoring Authority:	
Name of Sponsoring Authority:	
Email of Sponsoring Authority:	
Fax of Sponsoring Authority:	
Telephone Nos. of Sponsoring Authority:	
Web Site of Sponsoring Company:	
Invoice Reference:	
Invoicing Address:	

## REGISTRATION INFORMATION

1. To register: Please send us an official letter confirming registration (on organizational letterhead or Authorized Email).
2. Program Fee is
  - o USD \$6,500 per participant and includes Course Materials, Certificate, Refreshments and Lunch. (Fee at London, Paris and Kula Lumpur is \$7,150 per participant)
3. Accommodation & Taxes/VAT (if applicable) is not included in Program fee. Special rates will be available at venue hotel for the participants.
4. Special discount of 10% is offered for participants who pay their fees at least 45 days before start of the program.
5. Refund will not be considered where the participants cancel his registration less than 3 weeks before start of the program. Alternate nominations will be allowed anytime before program start.
6. All participants are required to fill in Participant Information form - on first day of the program. Each program Undergoes Customization to Better Meet Participant Present and Future Career Needs. Please be prepared to let the Instructor/s know about your organization's Special Needs, Interests or Initiatives.
7. It is always useful for participants to bring their existing useful problems or case studies, work-process flow charts or job related problems for discussion - consideration will be at sole discretion of the program director/s.
8. Provisional Registration: You can make a provisional registration by sending us an email – an official registration request can be made within 2 weeks. This will ensure we will reserve a seat. All provisional registrations automatically cancel 2 weeks before program start.
9. Please note: No Live Voice Requests for Registration or Provisional Registrations.