

The Strategic Change Business Solutions

2020 Training Catalog

We partner with you to
customize a
change solution
that fits your needs.



We make training
easy and cost-effective with
virtual and on-site classes
taught by expert change
practitioners.



THE STRATEGIC CHANGE

Let's chat today.

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Course Outline

Day 1

ORGANIZATIONAL COMPLEXITY

- The Fundamentals of Organizational Design
- Change Hazards in Organizations
- Disruptions Impacting Organizations

CHANGE CAPABLE ORGANIZATIONS

- Change Capable Organizations
- Leadership Change Competency
- Change Curve for Individuals & Building Resiliency

CHANGE STRATEGY AND PROCESS

- The Foundations of Change Management
- Change Process Models
- DRIVE™ Change Process Model
- Change Lifecycle: Prepare, Manage, Sustain, Evaluate
- Change Agenda and Strategy

CHANGE PREPARATION & PRACTICES

- The Change Network: Roles & Responsibilities
- Assessing Organizational Readiness
- Resistance Management and Mitigation
- Knowledge Transfer
- Change Accountability

Day 2

STRATEGIC COMMUNICATION

- Stepwise Process: Key Messaging, Audiences, Communication Vehicles, Frequency
- Robust Communication Playbooks

COLLABORATION

- Communication, Collaboration, Trust
- Collaborating Early and Often
- Influencers, Individuals, and Interactions

CHANGE EXECUTION & OPTIMIZATION

- Activating the Change Plan
- Incentive, Morale, Transparency
- Early Wins and Success
- Measures of Adoption
- Innovation

SUSTAINING CHANGE

- Human Capital Structures and Processes
- Leaders Making It Stick
- New Culture Habits

CASE STUDIES

- Business Process Reengineering
- IT Enterprise Transformation
- Crisis and Change

WORK PRODUCT: CHANGE-IN-REAL-TIME

Throughout the course, participants build a strategic change plan for a current workplace change initiative.



Agile Tips

Throughout the course, an Agile icon indicates alignment to the methodology.

Objective

Are your leaders and managers prepared to successfully execute and accelerate organizational transformation and change initiatives? The purpose of this intensive, high energy 2-day foundational change management course is to equip and elevate participants with change competency – the knowledge, skills, and abilities to lead and manage successful change execution in complex organizations. Participants will:

- Be able to apply a straightforward, repeatable modern change-process model to complex organizational transformation and change initiatives
- Walk away with an understanding of the 6 levers to realize a change vision: a change network, organizational readiness, resistance management, strategic communication, knowledge management, change accountability
- Be fluent in practical Agile methodology which accelerates the pace of change
- Apply new learnings to a workplace change-in-real-time initiative whereby creating a work product for tomorrow
- Build competence, confidence, and excitement to manage change that results in business optimization and competitive advantage

Designed For

Chief Executive Officers (CEO), People Leaders, Change and Project Managers, Project Team Members, Business Analysts, IT Professionals, Human Resource Business Partners, Supervisors

Key Program Features

- A modern DRIVE™ Change Process Model, repeatable for any transformation
- Expert change management practitioners provide a highly engaging learning experience
- DRIVE™ Change Management Practical Guide is a comprehensive workbook providing tools, templates, and guiding questions laying out the change roadmap
- Participants receive a certificate of completion to be used for Continuing Education Units (CEU)