



## SCLP03 – Organisational & People Change Management

### Description

Navigating Organisational & People Change is not an easy task in today's fast paced environment. We have the key to unlock your organisations full potential.

Does your daily job involve enabling change in your organization? Are you responsible for leading projects/programs or portfolios to ensure the enablement of your organisation's strategic imperatives? If yes, then you're a change leader. The question is, how good of a change leader are you? Have you had a 'successful' project (in terms of meeting the stakeholders' scope, time, cost and quality objectives during the project life cycle) go pear-shaped in production / operations? Is Business constantly making your life impossible by digging their heels in at every turn? If yes, then you need to augment skills with specific people skills; people change management skills.

PM.Ideas' Organizational Change Management course, based on the Project Management Institute's (PMI's) "Managing Change in Organizations, A Practice Guide", is a 2-day classroom based course, is designed to help individuals understand the psychology behind people's typical behaviour to change and help change leaders (Portfolio Managers, Program Managers, Project Managers, Project Sponsors, Change Managers etc.) navigate the challenges inherent with trying to enable change. This course will help you understand the concepts and principles of change management as well as give you an opportunity to navigate change practically in the context of the project management discipline.

Change, when planned carefully, shows managerial confidence and empowerment as well as competitive strength in the market place. This course does not relate to management of scope in a project or technical items. The focus is on the management of the end user expectations, awareness, and being prepared to successfully implement and operationalize the project's product.

Any successful project within an organisation has implications for its employees, and therefore how change is coordinated and managed is a critical success factor.

### Course Materials

Materials include Playbooks, Manual, Change Management Checklists

### Intended Audience

This training module is aimed at:

- Project Managers, Program Managers, Portfolio Managers, Project Sponsors, Business Managers, Change Managers

**Course Duration**  
2 days.

**Learning Time**  
This is a two-day training module. The course starts at 08:00 and finishes at 16:00.

**Training Medium**  
Classroom, exercise based.

**Pre-Requisite Learning**  
Exposure to business change.

**pm.ideas REP Number: 2604**

### Course Topics

- Models for change analysis
- Various phases of the change life-cycle
- Change Management within a project, program and portfolio level context
- Cycles of change
- Assessing change readiness
- Knowledge of which key factors to be considered when achieving strategy through the OPM framework and change management
- Potential barriers and change derailers
- Lack of synergies (in leadership teams)
- Capabilities of Sponsors
- How to set up the project team in order to prepare for change
- How individuals tackle changes: reactions and how to handle them
- Checklists and support for a change effort
- J-Curve Effect

Would you like this training adapted to your needs? Contact us for a proposal.

For course dates, booking and information, contact us on [www.pm-ideas.net](http://www.pm-ideas.net) or +27 (0) 11 706 6684.

All our training programmes can be delivered on your site or at pm.ideas training academy.

Want to stay ahead of your game? Visit [www.pm-ideas.net](http://www.pm-ideas.net) and click subscribe free of charge.

 **pm.ideas**  
A division of the Mindset Group

Category	PMI® Certifications PDUs						
	PMP®	PgMP®	PfMP®	PMI-PBA®	PMI-ACP®	PMI-RMP®	PMI-SP®
Technical	2	2	2	2	2	0	0
Leadership	6	6	6	6	6	6	6
Business & Strategy	6	6	6	6	6	6	6
<b>Total</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>12</b>	<b>12</b>