

Managing Strategic Change

This course is designed to help managers and supervisors prepare their employees to adapt and thrive while undergoing strategic change initiatives.



Course Specifications

CPE Credits

8

Training Format

Virtual-Live

Preparation

None

Modules

5



Course Objectives

This course provides the know-how to plan and implement change initiatives successfully by helping each affected employee to transition to a new end-state successfully.

- **Use** change management to help your organization achieve strategic goals and objectives
- **Assess** your organization's readiness for change and the likelihood of a successful initiative
- **Learn** to develop the operational plans necessary to prepare the organization adequately for change
- **Utilize** several strategy suggestions to enhance the results of change management activities

INTENDED FOR

Leaders, key stakeholders, and project teams

Measure, Strategize, Organize, and improve. Traditionally, major change initiatives have neglected to adequately prepare the workforce for change, leading to widespread resistance among employees and a high failure rate.



Agenda

■ **MODULE 1**

Introduction and Overview

- How are strategic goals and objectives achieved through the change process?
- How do we assess your organization's readiness for change?
- What are the critical elements of a change strategy?

■ **MODULE 2**

The Process of Strategic Change

- Define your current, transition, and future state
- Understand the technical side of a change initiative
- Identify the connection between change management and project management

■ **MODULE 3**

Assess Change Readiness

- Estimate the size and scope of change and evaluate how your organization has handled the change in the past.
- Anticipate where resistance to change may occur in your organization, so you can plan for mitigation.
- Assemble team members with the right attitudes and competencies.

■ **MODULE 4**

Plan and Implement a Change Strategy

- Help people succeed in a changing environment
- Integrate all your change management plans into the overall project plan
- Execute change management activities effectively throughout the initiative

■ **MODULE 5** **Monitor Results and Correct**

- Gather feedback during change implementation to assess
- Monitor implementation to confirm that employees are complying with the change and adapting to new processes
- Detect pockets of resistance and take corrective action



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