

# Fostering Continuous Change



This course is designed to help managers and supervisors prepare their employees to develop a capacity to adapt effectively in an environment of continuous change.

## Course Objectives

- Communicate the importance of change management activities to initiative success.
- Set priorities for operational-level, management-level, and support-level personnel to improve individual, team, and group performance, and leverage learning strategically.
- Understand the psychology behind how employees are impacted by the change in their work environment.
- Encourage the workforce to take advantage of change opportunities they face in Routine, Complex, and Innovation operations.

## Course Specifications

 CPE Credits 8

 Training Format  
Virtual-Live

 Length 1 Day (8hr)

 Modules 12

**\$1,095 USD**  
Virtual-Live | Instructor Led

\* **Intended for** Change leaders, Project managers, Change management practitioners, Continuous improvement specialists and IT professionals.

## Agenda

### ▾ Module 1 | Introduction And Overview

### ▾ Module 2 | Why is Change Management Important?

- Define change management and the types of change response.
- Understand the value that people and culture have in the change process.
- Identify typical failures.

### ▾ Module 3 | Psychology of Change

- Learn about developmental change and its importance.
- Understand the difference between transitional and transformational change.
- Analyze the impact change can have on your employees.

### ▾ Module 4 | Employee Resistance to Change

- Identify resistance factors and learn how to deal with them.
- Learn about helpful communication practices to transmit your messages in a better way.
- Learn about helpful communication practices to transmit your messages in a better way.

## Course Materials

As a course participant, you will gain access to:

- The program workbook and handouts (if available)
- Two-year access to our training platform, where you'll be able to revisit course materials and presentations
- Early access to whitepapers, videos, webinars, and blogs

## Credits

Credits from the following organizations are available by completing this program:



### Module 5 | What is Continuous Change?

- Understand the VUCA world: its benefits, challenges, and possibilities.
- Identify new talents needed in your workforce.
- Understand the importance of continuous learning and growing.

### Module 6 | Learning to Adapt: Operational Level

- Recognize the role active learning plays at an operational level.
- Promote knowledge transfer among team members.
- Analyze weak links between your team and work to overcome them.

### Module 7 | Learning to Adapt: Management Level

- Create a positive learning environment within your team and organization.
- Transform your learning culture to adapt to plan and unexpected change.

### Module 8 | Learning to Adapt: Support Level

- Acknowledge the importance of support function roles to enhance the learning capacity and capabilities of your team.

### Module 9 | Adaptive Performance for Routine Operations

- Learn how to shift from low-value to high-value work.
- Recognize the importance of providing teams and people autonomy over their work.

### Module 10 | Adaptive Performance for Complex Operations

- Gain trust and respond to complex situations.
- Create tailored approaches to difficult and complex situations.
- Empower employees to analyze and solve operational problems

### Module 11 | Adaptive Performance for Innovation Operations

- Remove obstacles to an innovative culture.
- Capitalize on employees with a persistent sense of curiosity.
- Recruit employees who actively network with colleagues.
- Recruit employees who actively network with colleagues

### Module 12 | Strategies for Adapting to Continuous Change

- Improve your decision-making skills.
- Prepare employees ahead of time with an ability to adapt on their own.



## Program Benefits

### ✓ Get your training via Flexible Learning Options

Explore our performance-focused training and certification paths in virtual-live, on-demand, or in-person settings. No matter your chosen format, engage with peers, join focused sessions, and more.

### ✓ Develop a Comprehensive Skill Set for Your Desired Area

Our programs cover strategy, planning, and execution. With over 20 years in the public sector, we guarantee your team excels in decision-making and gains sector-specific expertise.

### ✓ Deliver Efficient Solutions for Your Agency

Elevate your performance management capabilities to enhance project efficiencies and provide performance-based solutions to citizens.



## Bring Performance Institute Training and Certification On-Site to Your Organization

Empower your team with the Certified Government Performance Manager (CGPM) program from The Performance Institute. Gain the expertise to lead performance management initiatives within your organization effectively.

Our program offers two certification options: **a standard certificate with a brief examination and an advanced certificate involving a capstone project. With the advanced certificate, you'll tackle a real-world project from your agency, applying course concepts and receiving expert feedback.**

Upon certification completion, you'll earn both professional distinction and academic credit. The Performance Institute is accredited by the National Association of State Boards of Accountancy (NASBA).

Customize the CGPM program to meet your organization's unique needs. On-site training for groups of seven to 30 ensures optimal utilization of your training budget. Our subject matter experts will collaborate with you to identify specific organizational requirements and tailor the training accordingly.

Interactive exercises based on real-life examples from your organization foster an engaging learning environment while delivering immediate ROI on your training investment. Address specific challenges and align session curricula with your objectives seamlessly.

---

For more information on bringing Performance Institute Training on-site to your organization, **call 1-877-992-9521 or email [info@performanceinstitute.org](mailto:info@performanceinstitute.org).**

*Performance Institute is registered with NASBA as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have the final authority on course acceptance for CPE credit. Submit complaints regarding registered sponsors to the National Registry of CPE Sponsors via its website: [www.learningmarket.org](http://www.learningmarket.org).*

## How to Register?

### Mail

Email us with your registration details

[info@performanceinstitute.org](mailto:info@performanceinstitute.org)

### Online

Register online at

[www.performanceinstitute.org](http://www.performanceinstitute.org)

### Call

Call us and we will assist you through your registration process

*\* Additional group and individual discounts may be available. Contact us for more information.*

[1-877-992-9521](tel:1-877-992-9521)

Follow Us

