Leading Policy and Organizational Change in Government

Navigating change requires stakeholder alignment and robust analytical approaches. Amidst rapid transformations, leaders must enhance employee readiness for change, overcoming organizational inertia. Success hinges on fostering commitment through innovative policies and securing buy-in from stakeholders across all tiers.

The Performance Institute

Course Objectives

- **Policy as Change Catalyst:** Learn to harness strategic policy as a potent driver of organizational transformation, mitigating challenges posed by rapid change.

- **Stakeholder Engagement:** Secure support from key stakeholder groups by recognizing their influence and interests, ensuring they are informed and engaged in policy activities.

- **Effective Change Management:** Navigate change proficiently by evaluating readiness, integrating it into implementation plans, monitoring compliance, and addressing resistance.

- **Resistance Mitigation:** Identify and address internal and external resistance points across various types of organizational change, implementing strategies to mitigate or alleviate resistance.

Course Specifications

CPE Credits	2
Training Format	Virtual-Live
Length	2hs
Modules	6

$205 USD
On-Demand

Agenda

⬊ Module 1 | Using The Policy Function to Drive Change and Innovation in Government

- Understand how policy is formulated in government and why it is key to leading change.
- Key elements in defining policy.

⬊ Module 2 | Policy Innovation: Developing Breakthrough Strategies

- Acquire skills to lead policy change.
- The organization and mobilization of change agents.
- Utilizing data analytics for policy development.

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:

CPE SPONSORS
NATIONAL REGISTRY OF

NASBA
National Association of State Boards of Accountancy

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

Module 3 | Achieving Stakeholder Buy-IN for Policy Change

- Articulate why change and - its management - are important.
- Understanding interest versus power.
- Fusing legislative relations into policy change efforts.

Module 4 | Assess Internal and External Resistance to Change

- Describe what makes people embrace or resist change.
- Types of change i.e. incremental versus radical change.
- Identification and management of risks.

Module 5 | Communication & Change Management Plan Rolling out your Change

- Describe the role of communication in leading successful change.
- The phases of change management.

Module 6 | Establish Accountability for Change Implementation

- Define Practices that help implement and sustain change.
- Assessing change management activities.

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.

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For more information on bringing Performance Institute Training on-site to your organization, **call 1-877-992-9521 or email 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.

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Email us with your registration details

info@performanceinstitute.org

Online
Register online at

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

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