



CHANGE MANAGEMENT TRAINING

MACRO Consulting Group, LLC Training Program Outlines

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MACRO Consulting Group Change Management Training

Change is the Only Constant; Embrace it

I. Introduction to Change Management

- A. Overview of change management and its importance in organizations
- B. Understanding the need for effective change management skills
- C. Setting the objectives and expectations for the training program

II. The Change Process

- A. Exploring the stages of the change process (e.g., preparation, implementation, reinforcement)
- B. Identifying common challenges and barriers to change
- C. Strategies for overcoming resistance to change

III. Change Management Models and Frameworks

- A. Introducing popular change management models (e.g., ADKAR, Kotter's 8-Step Model)
- B. Understanding the key components and steps involved in each model
- C. Selecting and adapting the appropriate model for different change initiatives

IV. Communication and Stakeholder Engagement

- A. Effective communication strategies during times of change
- B. Identifying and engaging key stakeholders
- C. Creating a communication plan to ensure clear and consistent messaging

V. Leading Change

- A. Developing change leadership skills and competencies
- B. Strategies for motivating and inspiring teams during change
- C. Building trust and credibility as a change leader

VI. Managing Resistance and Conflict

- A. Understanding common sources of resistance to change
- B. Techniques for managing resistance and addressing objections
- C. Resolving conflicts that arise during the change process

VII. Change Readiness and Impact Assessment

- A. Conducting change readiness assessments to evaluate organizational preparedness
- B. Assessing the impact of change on individuals and teams
- C. Developing strategies to mitigate risks and manage the impact of change

VIII. Building Change Management Plans

- A. Creating comprehensive change management plans for specific initiatives
- B. Identifying roles and responsibilities within the change management team
- C. Establishing metrics and indicators to track the progress and success of change initiatives

IX. Sustaining Change and Continuous Improvement

- A. Embedding change into the organization's culture and processes
- B. Monitoring and evaluating the effectiveness of change initiatives
- C. Strategies for continuous improvement and adapting to evolving circumstances

X. Conclusion

- A. Recap of key concepts and skills covered in the training program
- B. Encouragement to apply the knowledge and skills gained to real-world change initiatives
- C. Providing additional resources and support for ongoing learning and development