



COURSE SYLLABUS

Change Foundations

Short, focused learning on the change topics that matter most — building everyday change agility and resilience across your workforce.

ChangeFit 360

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01 Course Information

Course Description

The **Change Foundations** courses are short, focused learnings on critical change topics. The series includes three courses — Analyze Change Impact & Stakeholders, Communicate & Engage for Change, and Manage Organizational Change Risks — which can be taken individually or as a series, in any order.

At a Glance

Audience	Employees building change agility and resilience to adapt to any change
Format	Instructor-led or virtual live
Duration	1.5 hours per course
Group Size	5–15 participants
Investment	\$75 per participant, per course (volume discounts for groups of 10+)
Credits	1.5 PDU / CDUs and a Certificate of Completion (per course)
Flexibility	Take individually or as a series, in any order

Delivery Options

- Each course delivered instructor-led or virtual live.
- Designed for groups of 5–15 participants.
- Each course is a focused 1.5-hour session.
- Take courses individually or as a series, in any order.

What Participants Receive

- Course Participant Guide
- Course Job Aid
- 1.5 PDU / CDUs and a Certificate of Completion

02 The Foundation Courses

#	Foundation Course
1	Analyze Change Impact & Stakeholders Skills and strategies for identifying and managing change impact and impacted people <ul style="list-style-type: none"> • Articulate the importance of analyzing and understanding change impact as a foundation for execution

#	Foundation Course
	<ul style="list-style-type: none"> Define key stakeholder groups and their role in change Leverage people leaders and agents of change to improve change sustainment Action practical strategies to analyze change and engage stakeholders for successful execution and sustainment
2	Communicate & Engage for Change Skills and strategies for successfully communicating and engaging for change <ul style="list-style-type: none"> Define the importance of communicating and engaging for change Understand the art of storytelling and how to apply it when communicating for change Action useful tips and techniques to best communicate and engage for change
3	Manage Organizational Change Risks Skills and strategies for identifying and managing typical change and people risks <ul style="list-style-type: none"> Define common change and people risks Activate strategies to manage and mitigate change and people risks Understand common causes of change resistance and how to help people navigate it Use change readiness as risk mitigation to prepare people for change

03 Investment

\$75 per participant, per course

Volume discounts are available for groups larger than 10 participants.

04 Your Facilitator



Michelle Yanahan

Principal, ChangeFit 360 • CCMP™ • Prosci ADKAR Certified

As Principal of ChangeFit 360, Michelle is a passionate organizational change management facilitator, speaker, strategist, and thought leader with proven expertise in building organizational change management as a strategic business competency.

She brings 25+ years of leadership experience and holds a Master's in Organizational Behavior plus CCMP™ and Prosci ADKAR certifications. Michelle has been a featured presenter for ACMP, ATD, the Change Management Institute, Change Management Review, PMI, OD Network, and SHRM.

Why Organizations Choose ChangeFit 360

We understand the importance of choosing a change training partner with a proven track record. When you choose ChangeFit 360, you gain:

1. Training designed and facilitated by Michelle Yanahan, CCMP™ and Prosci ADKAR certified — a working change practitioner with 25+ years of proven business and leadership experience.
2. Practical, ACMP-, ATD-, SHRM-, and ICF-qualified change training that supports all skill levels and the organizational roles needed to build and drive change.
3. Change training backed by a greater-than-90% client and participant satisfaction rating.
4. A full-coverage suite of change training designed for individual roles (leaders, change professionals, project professionals, change champions, subject matter experts, and employees) and key topic areas (change management, change leadership, change agility, and resilience).
5. Content tailored to what your organization needs — including your change framework, project framework, and an active change initiative.
6. Class size capped at 15 participants to enable deep discussion and sharing.
7. Continuously improved content and delivery, informed by industry trends and participant feedback.
8. The option for post-course group and 1-on-1 change coaching.

Trusted Across Industries

ChangeFit 360 has developed and delivered expert change management training for participants worldwide, including Fortune 500 organizations across:

Consumer Products • Education • Energy / Utilities • Financial Services & Insurance • Manufacturing • Professional Services • Technology