



COURSE SYLLABUS

Change For Champions

Equip your subject matter experts and stakeholders to become effective change agents who drive successful, lasting change.

ChangeFit 360

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01 Course Information

Course Description

The **Change for Champions** course provides the skills and abilities needed to build effective change agents who support successful change. Participants learn the role of a change champion and practice the core behaviors — influence, storytelling, empathy, coaching, and sustainment — that move people from awareness to adoption.

At a Glance

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|----------------------|--|
| Audience | Subject matter experts, change stakeholders, and anyone championing or supporting change |
| Format | Instructor-led or virtual live |
| Duration | 8 hours (adaptable 6–8 hours) |
| Group Size | 5–15 participants |
| Investment | \$500 per participant (volume discounts for groups of 10+) |
| Credits | 8 PDU / CDUs and a Course Completion Certificate |
| Reinforcement | Optional group and 1-on-1 change coaching post-course |

Delivery Options

- Delivered instructor-led or virtual live.
- Designed for groups of 5–15 participants.
- Built for 8-hour delivery; adaptable to 6–8 hours.
- Optional post-course group and 1-on-1 change coaching to reinforce learning.

What Participants Receive

- Course Participant Guide
- Course Exercise Worksheets (including Action Plan)
- Course Job Aid
- Pre- and/or Post-Participant Course Survey (if desired)
- 8 PDU / CDUs and Course Completion Certificate

What Participants Learn

By the end of the course, participants will be able to:

1. **Define** the benefits of focusing on change.
2. **Explain** key process models for change.
3. **Articulate** the role and responsibility of an agent of change.
4. **Demonstrate** change champion behaviors that support successful change, including:

- Using your stakeholder influence for change
- Understanding the people impact of change
- Communicating effectively for change
- Leveraging feedback and coaching for change
- Evangelizing change and supporting sustainment to achieve organizational benefits

5. **Commit** change learning to action.

02 Course Outline

| # | Key Learning Topic | Supporting Materials |
|---|--|---|
| 1 | Define Change Management Basics | <i>Change Management Basics Job Aid</i> |
| 2 | Describe the Process of Change | <i>Process Models for Change</i> |
| 3 | Articulate the Role & Responsibility of a Change Agent | <i>Change for Champions Role Job Aid</i> |
| 4 | Champion Behavior #1: Influence Stakeholders | <i>Know Your Influence Job Aid</i> <i>Role Modeling for Change Job Aid</i> |
| 5 | Champion Behavior #2: Tell the Story for Change | <i>Change Story Job Aid</i> |
| 6 | Champion Behavior #3: Understand People Impact | <i>Change Resistance Job Aid</i> |
| 7 | Champion Behavior #4: Coach for Change | <i>Coach for Change Job Aid</i> |
| 8 | Champion Behavior #5: Support Change Sustainment | <i>Sustain the Change Job Aid</i> |

03 Investment

\$500 per participant

Volume discounts are available for groups larger than 10 participants.

04 What Participants Say

“I came away with even more, including tools and strategies for managing through change.”

“Gained some concrete strategies that I can use moving forward!”

“Hearing both theory and practical application was great — I especially enjoyed the stakeholder activity for thinking through one aspect of creating change.”

“It helped change agents understand their role in communicating change and gave us tools to see where different groups are with accepting change — and how to move them closer to acceptance.”

05 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).

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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