



**COURSE SYLLABUS**

# Change For Leaders

*Build the “change muscle” leaders need to move teams from resistance to commitment — and make new ways of working stick.*

**ChangeFit 360**

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## 01 Course Information

### Course Description

The **Change for Leaders** course is a high-impact program for leaders who want to move beyond the mechanics of change and master the art of behavioral influence. It is not about timelines and checklists — it is about building the “change muscle” needed to lead people through the psychological and emotional shifts of transformation. For leaders who want to lead, not just manage, teams through organizational change, this course delivers.

### At a Glance

<b>Audience</b>	Senior managers and leaders
<b>Format</b>	Instructor-led or virtual live
<b>Duration</b>	8 hours (adaptable 6–8 hours; or two 4-hour segments)
<b>Group Size</b>	5–15 participants
<b>Investment</b>	\$600 per participant, or priced per group
<b>Reinforcement</b>	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, or two 4-hour segments.
- May include post-course 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)

### What Participants Learn

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

1. **Differentiate** between the mechanical process of “Change Management” and the behavioral influence of “Change Leadership.”
2. **Define** the specific roles and responsibilities of a leader in driving successful organizational transitions.
3. **Identify** the five core Change Leadership behaviors required to move a team from resistance to commitment.

4. **Leverage** personal and professional capital to build credibility and advocate for the change at all organizational levels.
5. **Synthesize** project goals into a compelling “Change Narrative” that addresses both the logical business case and the emotional “Why.”
6. **Articulate** the vision of the future state in a way that creates alignment and minimizes uncertainty for stakeholders.
7. **Demonstrate** authentic alignment by embodying the new behaviors, mindsets, and processes expected of the workforce.
8. **Assess** the emotional and psychological impact of change on individuals to proactively address resistance and foster resilience.
9. **Apply** empathy-based strategies to support employees through the “neutral zone” of a transition.
10. **Execute** specific leadership actions to embed change into daily operations and sustain long-term adoption.
11. **Establish** clear accountability metrics for self and others to ensure the change goals remain a priority.
12. **Formulate** a personal action plan to commit to ongoing leadership behaviors beyond the initial rollout.

## 02 Course Outline

#	Key Learning Topic	Supporting Materials
1	Foundations of Change	<i>3 Needs for Change Job Aid</i>
2	On Change Leadership	<i>IBM Study and Article</i>
3	Defining the Leader Role in Change	<i>Leader Change Behavior Assessment Leaders Change Map &amp; Guide</i>
4	Introduce Change Leadership Behaviors	—
5	Apply Your Professional Capital for Change	<i>Influence Worksheet</i>
6	Craft a Compelling Narrative for Change	<i>We Have the Vision Worksheet Change Story Job Aid</i>
7	Embody the Change You Want to See	<i>Role Modeling Characteristics for Change Job Aid</i>
8	Assess the Human Element of Change — the organizational environment: culture, change saturation, motivation, and resistance	<i>Change Resistance Types &amp; Mitigation Actions Job Aid</i>
9	Operationalize Change	<i>Sustain the Change Worksheet</i>
10	Commit to Accountability	—

#	Key Learning Topic	Supporting Materials
11	Closing Discussion, Questions, and Wrap-Up	—

## 03 Investment

**\$600** per participant

Or priced per group. Group maximum is 15 participants.

## 04 What Participants Say

*“Practical, applicable strategies for leading change efforts with teams.”*

*“I loved the course interaction and great ideas that I can apply right away!”*

*“Very well-versed in Change Leadership!”*

*“Interactive, thought-provoking, relevant, and usable information.”*

## 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).
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**