



Change Learning Bites

COURSE SYLLABI

ChangeFit 360

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1. Change Learning Bite Information

Description

Each bite size change management training delivers a rich change learning experience that can be tailored to your organizational needs

Who the Learning Bites Are For

Anyone championing or supporting organizational change

Learning Bite Delivery Options

The [Bite Size Change Learnings](#) can be delivered instructor led or virtual live. Each learning is intended for delivery of groups from 5 to 15 participants. Each learning is delivered in 60-90 minutes.

2. Bite Size Change Learning Objectives

Change For Champions Course Syllabus

#	Change Learning Bite	Learning Objectives
1	All Change is Behavior Change	<ol style="list-style-type: none">1. How Behavior Change Happens and What Matters Most2. Actions and Strategies to Support Behavior Change3. Walkaway Behavior Change Job Aid for Immediate Practice
2	Combat Change Fatigue and Saturation: Manage Change How People Adapt to It!	<ol style="list-style-type: none">1. How traditional change management contributes to change fatigue and saturation2. Define a process for change sustainment3. Explore how to use change sustainment process data to help understand and address change fatigue and saturation4. Gain learning and a tool to help!
3	Use Change Objection & Resistance as a Gift!	<ol style="list-style-type: none">1. Define the most common types of resistance (symptoms) and their root causes.2. Identify actions and strategies to manage and mitigate each type of resistance.3. Learn and engage in 2 dialoguing tools for managing change resistance and objection
4	Power of the Positive: Focus on What IS Working to Promote Change!	<ol style="list-style-type: none">1. Differentiate and understand the benefit of leading with positive versus current organizational change practices2. Understand and be able to incorporate the use of positive actions throughout change execution.

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		3. Gain key learning to add to your change toolkit to put into practice immediately!
5	Use Your Influence For Good Change	<ol style="list-style-type: none"> 1. Identify common types of organizational influencers and understand your personal type 2. Explore a model you can use to leverage organizational influence for good 3. Using the model as a foundation, demonstrate critical influencer behaviors to use in your organization

What Participants Receive

1. Course Content
2. Job Aid or Supporting Tools

3. Course Pricing

- Each [Bite Size Change Learnings](#) is **\$60 per Participant**
- Volume discounts are available for groups larger than 10 participants

4. Course Facilitator



Change For Champions Course Syllabus

We understand the importance of choosing a change training partner with a proven track record. We understand the importance of choosing a change training partner with a proven track record.

When you choose ChangeFit 360 for your training needs you gain:

1. Training designed and facilitated by Michelle Yanahan, CCMP™ and Prosci ADKAR certified, 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 organizational roles needed to successfully build and drive change.
3. Change training that supports a > 90% client and participation training satisfaction rating
4. Full-coverage suite of change training that is designed to support individual roles (leaders, change professionals, project professionals, change champions, subject matter experts, and employees) as well as key topic areas (change management, change leadership, change agility and resilience)
5. Content tailored to what organizations need including inclusion of their change framework, project framework, a major change project being worked on, etc.
6. Class size maximized at 15 participants to enable deep discussions and sharing
7. Continuously improved and optimized training content and delivery based on industry happenings and trends as well as participant feedback
8. Option for post-course group and/or 1-on-1 change coaching

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

Michelle has 25 + years of experience in leadership roles and holds a Master's in Organizational Behavior as well as CCMP™ and Prosci ADKAR change management certifications. Michelle has been a featured presenter for numerous professional organizations including ACMP, ATD, Change Management Institute, Change Management Review, PMI, OD Network, and SHRM.

Change For Champions Course Syllabus

ChangeFit 360 has developed and delivered expert public change management training for participants across the globe as well as for Fortune 500 organizations and companies that span the following industries:

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