



Change For Leaders

COURSE SYLLABUS

ChangeFit 360

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1. Course Information

Course Description

The **Change for Leaders** course empowers leaders to lead, not just manage, their teams through organizational change.

Who the Course Is For

Middle managers, field or line leaders with direct people reports.

Course Delivery Options

- The **Change for Leaders** course can be delivered **instructor led or virtual live**.
- The course is intended for delivery of groups from **5 to 15 participants**.
- The course is designed for **8-hour delivery**. The course may be modified to deliver anywhere from 6-8 hours.

What Participants Learn

1. How to position organizational change management as a strategic business competency
2. Understand the basics of change management as well as process models that informs individuals response to change
3. Assess your change leadership skills and identify what to stop, start and continue
4. Understand the critical role that leaders play in driving and sustaining change within teams and organizations
5. Understand change leadership as an accelerator to change management to effectively lead your team and organization through organizational change
6. Learn, practice and demonstrate critical change leadership behaviors needed to drive and sustain change
7. Option for group and/or 1-on-1 change coaching post course to reinforce key learning and best practices

What Participants Receive

1. Course Participant Guide
2. Course Exercise Worksheets (including Action Plan)
3. Course Job Aid
4. Pre-Participant Course Survey and/or Post Participant Course Survey (if client desires)

2. Course Outline

#	Key Learning Topic	Supporting Materials
1	About Change and Why It Matters	
2	Process Models for Change	Change Process Models
3	Leaders Role in Change	Leaders Role in Change Leaders Change Map & Guide
4	Introducing 5 Change Leader Behaviors	
5	<i>1. Communicator: Tell the Story</i>	We Have the Vision Worksheet Change Story Technique
6	<i>2. Liaison, Advocate & Coach: Understand People Impact</i>	Change Resistance Types & Mitigation Actions Change Resistance Types by Change Deliverables
7	<i>3. Communicator, Liaison, Advocate & Coach: Use Your Influence</i>	Influencer Grid Job Aid
8	<i>4. Coach: Role Model the Way</i>	Role Modeling Characteristics for Change Job Aid
9	<i>5. Communicator and Coach: Support Change Sustainment</i>	Sustain the Change Worksheet

3. Course Pricing

- The Change for Leaders Course is **\$500 per Participant**
- Volume discounts are available for groups larger than 10 participants

4. Sample Course Testimonials

- *Practical, applicable strategies for leading change efforts with teams.*
- *I loved the course interaction and great ideas that I can apply right away!*
- *(Michelle is) Very well-versed in Change Leadership!*
- *Interactive, thought provoking, relevant and usable information*

5. Course Facilitator



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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.

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:

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