



# Change For Champions

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## COURSE SYLLABUS

ChangeFit 360

CHANGEFIT360.COM

[MICHELLE@CHANGEFIT360.COM](mailto:MICHELLE@CHANGEFIT360.COM)

630-251-1755

# 1. Course Information

## Course Description

Change for Champions course provides the skills and abilities needed to build effective change agents to support successful change

## Who the Course Is For

Subject Matter Experts, Change Stakeholders and/or anyone championing or supporting organizational change

## Course Delivery Options

The Change for Champions 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. 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. Effectively demonstrate change champion behaviors that support successful change including:
  - Use Your stakeholder Influence for change
  - Understand the people impact of change
  - Communicate effectively for change

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- Leverage feedback and coaching for change
  - Evangelize change and support sustainment to achieve organizational benefits
5. Commit change learning to action
  6. 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)
5. 8 PDU/CDU's & Course Completion Certificate

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### 2. Course Outline

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

### 3. Course Pricing

- The [Change for Champions](#) course is **\$500 per Participant**
- Volume discounts are available for groups larger than 10 participants

### 4. Course Testimonials

- *I came away with even more, including tools and strategies for managing through change.*
- *Gained some concrete strategies that I can use moving forward!*

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- *Hearing some theory and some practical application was good. I especially enjoyed the stakeholder's activity. I think this was a good option to practically think through one aspect of creating change.*
- *Helped change agents understand more what their role is in terms of communicating change. It also gave us tools for understanding better where different groups might be with respect to accepting the changes and what we can do to move them closer to acceptance.*

## 5. Course Facilitator



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

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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:

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