



# Human Centric Change Certification

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## COURSE SYLLABUS

**ChangeFit 360**

CHANGEFIT360.COM

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630-251-1755

## 1. Course Information

### Course Description

The **Human Centric Change Certification** course delivers the elements needed to **lead change management in a more empathetic, human-centered** way that better supports psychological safety needs.

### Who the Course Is For

The course is ideal for **mid to senior level change managers, leaders and directors and/or any change professional looking to take their change management skills to the next level and/or maintain their CCMP™.**

### Course Delivery Options

- The 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 and differentiate traditional change management from human centric change management
2. Understand foundational elements of human centric change
3. Apply elements of human centric change to a current change project for immediate practice and outcomes including:
  - Apply Positives and Strengths to change

- Increase Involvement and Engagement for change
  - Foster More Cocreation and Collaboration for change
  - Connect into Meaning, Accomplishment and Autonomy for change
4. Commit learning to action
  5. 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 Source Material & Job Aids
3. Pre-Participant Course Survey and/or Post Participant Course Survey (if client desires)
4. 10 PDU/CDU's
5. Digital Verifiable Certification Badge

## 2. Course Outline

Key Topics	Supporting Materials
<ol style="list-style-type: none"><li>1. What and Why Human Centric Change</li><li>2. Introducing Principles of Human Centric Change</li><li>3. P: Embed Positives and Strengths in Change</li><li>4. E: Get Them Involved &amp; Engaged for Change</li><li>5. R: Foster Cocreation and Collaboration Through Relationships for Change</li><li>6. M &amp; A: Make Meaning and Accomplishment Matter for Change</li></ol>	<ol style="list-style-type: none"><li>1. PERMA Model Job Aid</li><li>2. Positive Framing for Change Job Aid</li><li>3. Find Your Organizational Influencers Job Aid</li><li>4. Change Resistance Job Aid</li></ol>

### 3. Course Pricing

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

### 4. Course Facilitator



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:

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