ChangeFit 360

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Advanced Topics for Change

Course Syllabus

 

# **Course Information**

**Course Description**

[Advanced Topics for Change](https://changefit360.com/advanced-change-topics)provides participants with learning to accelerate change skills and/or maintain the CCMP™ certification. The course provides in-depth learning on applying behavior to change, discovering better influencers for change using organizational network analysis (ONA) principles, coaching for change and change analytics.

**Who the Course Is For**

Change professionals looking to advance change skills

**Course Delivery Options**

* + - The [Advanced Topics for Change](https://changefit360.com/advanced-change-topics)  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 Change Professionals Learn**

1. Articulate the role and connection of behavior and change
2. Identify and include “good” behavior(s) for change execution
3. Define flaws with current methods for identifying organizational influencers for change
4. Improve identification of better change advocates and influencers through Organizational Network Analysis (ONA) principles
5. Use coaching and feedback effectively for change
6. Identify and execute change metrics for results
7. Commit to action
8. Option for group and/or 1-on-1[**change coaching**](https://changefit360.com/change-coaching)post course to reinforce key learning and best practices

**What Project Professionals Receive**

1. Course Participant Guide
2. Course Exercise Worksheets & Tools
3. Course Job Aid
4. 4 PDU/CDU’s & Certificate of Course Completion

# **Course Outline**

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| # | Topic | Sub Topics  | Timing \* |
| 1 | Put Behavior First for Change!  | * Define Behavior and the Behavior Cycle
* Describe the Connection between Behavior and Change
* Understand How to Pinpoint Behavior for Change
* Identify How and Where to Apply in Change Process
 | 60 Minutes  |
| 2 | Discover Change Advocates with Stakeholder Network Analysis  | * Understand Current Opportunities with Identifying Organizational Influencers
* Identify Common Types of Influencers
* Identify How and Where to Apply in Change Process
 | 60 Minutes  |
| 3 | Coach Change for Results  | * Define and Differentiate Coaching from Mentoring and Counseling
* Describe the Role Feedback Plays in Coaching
* Identify Key Stakeholders for Change Coaching
* Identify How and Where to Apply
 | 60 Minutes  |
| 4 | Analyze Change to Success | * Metric Opportunities and Solutions
* Plan Metrics How People Sustain Change
* Define Process to Measure Change
* Identify How and Where to Apply
 | 60 Minutes |
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| 5 | Put it Altogether and Close  |  | 5Minutes |

\* Timing does not include breaks and lunch

# **Sample Course Testimonials**

* *This course is a great addition to the Change Management Boot Camp!!*

# **Course Pricing**

* + - The Advanced Change Topics course is **$300 per Participant**
		- Volume discounts are available for groups larger than 10 participants

# **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 facilitated by Michelle Yanahan, CCMP™ and Prosci ADKAR certified, working change practitioner with 20+ years proven business and leadership experience
2. An**ACMP, SHRM and ICF**Qualified Education Provider
3. **> 90%**of our training clients and participants report **expectations exceeded and business value created**from our change training
4. Practical change training that **supports all skill levels and organizational roles**needed to successfully build and drive change.
5. Training that **compliments all change frameworks, models and standards**
6. Option for**group and/or 1-on-1**[**change coaching**](https://changefit360.com/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 20 +years’ experience in leadership roles and holds a Masters 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.