ChangeFit 360

changefit360.com

[michelle@changefit360.com](mailto:michelle@changefit360.com)

630-251-1755

Change For Champions

Course Syllabus



# **Course Information**

**Course Description**

[**Change for Champions**](https://changefit360.com/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](https://changefit360.com/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 Subject Matter Experts & Stakeholders 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
* Leverage feedback and coaching for change
* Evangelize change and support sustainment to achieve organizational benefits

1. Commit change learning to action
2. Option for group and/or 1-on-1 [change coaching](https://changefit360.com/change-consulting)post course to reinforce key learning and best practices

**What Subject Matter Experts & Stakeholders 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

# **Course Outline**

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| # | Key Topic | Sub Topics | Timing\* |
|  | Introduction |  | 45 Minutes |
| 1 | Change Mgmt. Basics & Process of Change | Change and Transition Defined |
| Why Change Matters, Why Change is Hard, Change Though Time |
| Key Process Models for Change |
| 2 | Role of Change Champion | Champion Defined  Key Behaviors and Tips | 30 Minutes |
| 3 | Champion Behaviors | Influence My Stakeholders – Change Stakeholders Defined, How to Be a Change Influencer - Key Characteristic, Role Modeling Defined, Value and Key Traits to Use in Change | 60 Minutes |
| 4 | Tell the Story for Change: Communication vs Engagement Defined, Tips and Tricks | 60 Minutes |
| 5 | Understand People Impact: Change Resistance Key Types Defined | 60 Minutes |
| 6 | Coaching For Change: Coaching Defined, Coaching vs Feedback | 60 Minutes |
| 7 | What to Expect & Close | Support Change Sustainment: What is Sustainment  Model for Sustainment and Themes | 60 Minutes |
| 8 | What to Expect & Close | Key Learning  Commit to Accountability | 20 Minutes |

\* Timing does not include 2 breaks and lunch

# **Sample 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!*
* *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.*

# **Course Pricing**

* + - The [Change for Champions](https://changefit360.com/change-for-champions) course is **$500 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.