

ChangeFit 360

changefit360.com

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Change Foundations

Course Syllabus

# **Course Information**

**Course Description**

The [Change Foundation](https://changefit360.com/change-foundations) courses represent specific short learning on critical change topics. The Change Foundation courses include:

1. Analyze Change Impact and Stakeholders
2. Engage and Communicate for Change
3. Manage Change Risks

**Who the Course Is For**

Employees needing to build change agility and resiliency to adapt to any type of change

**Course Delivery Options**

* + - Each [Change Foundation](https://changefit360.com/change-foundations) course can be delivered instructor led or virtual live
		- Each Change Foundation course is intended for delivery of groups from 5 to 15 participants
		- Each Change Foundation course represents a 1.5-hour delivery
		- The Change Foundation courses can be delivered individually or in a series in any order

**What Employees Learn**

1. ***Change Foundations: Analyze Change Impact and Stakeholders***

This foundational course focuses on providing skills and strategies for identifying and managing organizational change impact and impacted people and includes:

* Articulate the importance of analyzing and understanding change impact as a foundation for change execution
* Define key stakeholder groups and their role in change
* Leverage and focus on people leaders and agents of change to improve change sustainment
* Action practical strategies to analyze change and engage stakeholders for successful organizational change execution and sustainment
1. ***Change Foundations: Communicate and Engage for Change***

This foundational course focuses on providing skills and strategies for successfully communicating and engaging for organizational change and includes:

* Define the importance of communicating and engaging for change
* Understand the art of storytelling and how you can apply it when communicating for change
* Action useful tips and tricks to best communicate and engage for change
1. ***Change Foundations: Manage Organizational Change Risks***

This foundational course focuses on providing skills and strategies for identifying and managing typical change and people risks and includes:

* Define common change and people risks
* Activate strategies to help manage and/or mitigate change and people risks
* Understand common causes for change resistance and how to help people navigate through resistance
* Use change readiness as risk mitigation to prepare people for change

**What Participants Receive**

1. Course Participant Guide
2. Course Job Aid
3. 1.5 PDU/CDU’s and Certificate of Completion

# **Course Pricing**

* + - Each [Change Foundations](https://changefit360.com/change-foundations) 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.

**Sample Publications**

[Behavior Change and Darts?](https://www.td.org/atd-blog/behavior-change-and-darts)

[On Remote Collaboration](https://stccg.com/remote-collaboration/)

[Action People Leaders to Sustain Organizational Change](https://stccg.com/action-people-leaders-to-sustain-organizational-change/)

[Why Change Management is Worth It](https://blog.stccg.com/why-change-management-is-worth-it)

[Organization Change and Gordon Ramsey?](https://www.changemanagementreview.com/organizational-change-and-gordon-ramsay/)

[Handling Mistakes in Change](https://podcasts.apple.com/fi/podcast/handling-mistakes-with-michelle-yanahan/id1521473989?i=1000578325407)