



Change Pro Certification

Build your organization's capability to manage change



Course At-A-Glance

Appropriate For: Trainers of change agents in all businesses and organizations and leaders of process improvement or business transformation initiatives

Length: 2 consecutive days, 16 hours of instruction

Cost: \$4,000

CEUs: 1.6

About Change Pro Certification

The ability to manage change is critical. Many excellent projects and initiatives fail because people don't know how to manage the process effectively. To improve their success rate, organizations must develop their capability in this area. That's where Change Pro Certification comes in, enabling you to deliver the highly effective Change Pro Simulation in your organization.

During the simulation, participants must convince 24 managers in one of the company's divisions to support the latest corporate initiative. They have to rely on their soft skills and 25 tactics provided to succeed. Along the way, participants are exposed to several key learning sources and points related to leading change efforts, including:

- Understanding the change journey, from awareness to adoption
- Identifying both the formal and informal networks within an organization
- Creating a robust communication plan that utilizes multiple channels
- Understanding the importance of timing and sequencing of change actions
- Utilizing stakeholder analysis to target their approach to the individual stakeholder's style and priorities

This course is delivered in learn-by-doing environment. Instructors will present the theory and tools, and then participants experience applying them in the virtual reality world of the simulation. Along the way, participants get feedback on how well their change tactics are working.

Change Pro Certification

There are five sources of learning for the participant:

1. Instructor expertise in linking change theory with real-world application
2. Discussions with fellow workshop attendees who probably hold different experiences with change
3. Feedback from the virtual organization during each simulation round
4. Debriefing of the simulation experience in small groups and across all groups
5. A Facilitator Guide that consolidates and shares the insights of certified instructors

To gain certification, participants must individually make two successful simulation runs and pass both an oral and a written exam. Time is provided within the classroom agenda for participants to accomplish these certification criteria.

Learning Objectives

Upon completion of this course, you'll be able to:

- Introduce, run and debrief the Change Pro Simulation
- Purchase and use Change Pro in your work
- Link the simulation learning to the challenges of change in your organization
- Recognize and explain the change journey of awareness to adoption
- Understand the inner workings of the Change Pro simulation, including the importance of tactics and timing
- Be equipped to build Change Pro into your training courses

To register for this course, visit leanmethods.com/change-pro
or call +1 (303) 827-0010.