



REAL WORLD CHANGE MANAGEMENT

Stuff that works

Change Management Workshop

Real World Change Management is a Qualified Education Provider™ of the Association of Change Management Professionals®.

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Overview

In this three-day workshop, participants learn how to assess, plan and implement large scale business changes. Working with the latest change management principles, a systematic framework, and tools for effective change, participants develop both an overall strategic plan and a sample tactical change plan that is easy to understand by all stakeholders. In addition to the practical tools, participants learn how to coach leaders through a change and how to support leaders in their role throughout the transformation.

Program Content

Change Management Overview

The key principles, systematic framework, and tools for an effective change. Elements include stakeholders; culture; values; HR target model; future vision; stakeholder model; organizational design; manpower and succession planning.

Change Strategy

Develop a strategic change plan that includes both risks and durability. Elements of change strategy include a seven-element grid for planning; stakeholder assessments; inquiry and feedback sessions and preliminary communications.

The Change Plan

Understand the blending of change elements into an overall strategic plan. Elements of the change plan include tactics by phase; how to by stakeholder; change communications and project plan vs. change plan.

Change Assessment

Understand how a proposed change will impact an organization, and how to create an approach to achieve the vision. Elements of change assessment include the change management measurement model; translating the change into phases and 3 x 3 change risk assessment.

Change Planning and Communication

Development of a sample tactical change plan that is easy to understand by all stakeholders. Elements include communication and engagement planning; project plan vs. change plan and integration with day-to-day business.

Change Leadership

Understand that leaders will precede the emotional changes of stakeholders. Determine the support they will require. Elements of leaders in change include executive coaching before, during and after; emotional intelligence discussion and review to include Performance Dip and Zero Sum Game.

Sustaining the Change

Validate that a change implementation plan is geared for sustainability. Sustaining the change include measures and elements; survey and feedback techniques and the change management mode

Qualified Education Provider™



Instructor

Kevin Rohan, founder of Real World Change Management LLC, has more than 30 years of Fortune 50-level experience. He has worked with industry- leading clients, such as Chevron, DuPont Chemicals, Caterpillar, Georgia Pacific, and Nokia, to implement successful large-scale organizational change on a global scale. He holds a B.S. in Business Administration and an MBA from the University of Phoenix.



He has served on the Project Management Curriculum Committee at the University of California at Irvine. Mr. Rohan is a member of the Project Management Institute and a Founding Member of the Association of Change Management Professionals. His QED Award-winning book *Change Management in the Real World* is available on Apple iBooks.