



## Business Change Management – Heading for the Future

An intense 2-day face-to-face seminar that provides learning, techniques and tools on how to design, plan and successfully implement change management approaches that are flexible and sustainable.

Today change is everywhere and all organizations, irrespective of size, sector, or location must embrace change and the opportunities and business value it brings.

This Business Change Management seminar offers a structured approach to transitioning individuals, teams and organizations from a current state to a desired future state. Change needs to be sustainable and therefore requires a project-based approach to its planning, implementing and preserving so that behaviours change and remain changed. Strong leadership is critical and needs to be effective for success to be achieved and sustained.

### Key learnings will include:

- Learn about the dimensions and different types of change.
- Appreciate the importance of people dynamics in the change management process including overcoming resistance to change.
- Understand and apply the three phases of a change management process cycle and the steps within those phases.
- Understand the importance of sustaining the change after transition from the current state.
- Learn how to tailor a change management approach with an appropriate selection of tools.

### Your seminar experience will cover

This seminar is made up of seven (7) inter-related modules that provide; clarity on terms, a roadmap for success, and key techniques and tools for change. The seminar covers:

Module 1. Change management introduction and overview.

Module 2. Change and project management – differences and similarities.

Module 3. Planning for change.

Module 4. Making change happen.

Module 5. Making change sustainable.

Module 6. Overcoming resistance to change.

Module 7. Key Learnings and Summary

The seminar will focus around the philosophy of Plan, Do, Sustain – a common strategy used for the management of change. Exercises and a case study are blended through the seminar that allows the delegates to apply their learning to a simulated situation. Documentation appendices contain tools and templates plus supporting information.

### How will I benefit?

Attendance and participation will help you to scope, plan and manage change plus anticipate resistance. You will take away the knowledge and tools required to enact change in a pragmatic manner.



Develop and enhance the contributions you make to your organization by being able to:

1. Identify and recite the dimensions of change management and the different types of change.
2. Detail and summarize the importance of people dynamics in the change management process including the characterizing, evaluating and overcoming of resistance.
3. Define and describe the three strategic phases of a change management process and the steps within those phases.
4. Describe the importance of sustaining change after transition.
5. Tailor your change management approach with an appropriate selection of tools.
6. Identify, analyze, compose and deploy stakeholder management strategies and plans.

### What will be used?

Lecture, case study, discussion/debate, examples and group exercises are all blended through the seminar duration. You will receive a comprehensive seminar manual for ongoing reference.

### Who should attend?

This is a business management orientated seminar that will be of benefit to those that desire better aspects of organizational performance. Specifically this seminar has attracted VP's, CIO's, COO's, sponsors, heads of portfolio/program management, EPMO/PMO leaders, change managers and internal HR staff in order to gain valuable insights, knowledge and tools for change.

### Professional Credits

Successful completion of this seminar allows claiming of 14 PDU's and/or 1.4 CEU's.

### Instructor Bio

#### **Iain Fraser, Dip PPC, PMP. MoP, P3M3, PMI Fellow, Fellow PMINZ**

Iain is globally recognised as an expert in modern business, portfolio, program and project management practices. For 30 years he has worked around the world in the Banking/Finance, Defence, Engineering, Government, Oil & Gas, Power and Telecommunications sectors. He is a sought after trusted advisor on portfolio, program and project management and related PMO's. He is also recognised as a public speaker and keynotes many business events. He is the author of the best-selling book *'The Business of Portfolio Management – Boosting Organisational Value'*. Additionally many of his whitepapers have been published globally in various business media including The Telegraph and The Times of the UK.

Recently retired as CEO of Project Plus Ltd, a professional services organisation he founded, grew, and took global, he now consults to organisations embracing change. Iain holds a Certificate in Company Direction from the Institute of Directors amongst other professional qualifications.

During 2006 he was Chairman of the global Board of Directors of the Project Management Institute (PMI) and Vice-Chair in 2005 where he oversaw a period of considerable growth and global expansion for PMI.

His specialties include: Organisational Governance; Portfolio, Program & Project Consultancy; Program/Project Rescue; Portfolio/Program Governance; EPMO/PMO's; Change Management; Value Management; and Benefits Realisation Management.