

Change Management Practitioner + Exam

Duration: 2 Days Course Code: CMP

Overview:

This Change Management Practitioner course (developed in collaboration with the [Change Management Institute](#)) is designed to help organizations and their people manage the impact of change and provide techniques to effectively plan and implement successful transformation initiatives.

Based on the Effective Change Manager's Handbook - aligned to the Institute's Change Management Body of Knowledge (CMBok) - courses explore how change affects, and is affected by, individuals, teams, organizations and change leaders, equipping individuals with the knowledge, theories and techniques to:

- Unlock resistance to change
- Provide effective support and motivation to individuals and teams to embrace change
- Draw from a range of professional approaches to implement change smoothly and effectively
- Manage and inform key stakeholders throughout the change process
- Speed up the implementation of change initiatives.

Target Audience:

Aspiring or current managers of organizational change, transition or transformation.

Those performing key roles in the design, development and delivery of organizational change programmes, including: Change Project Managers, Transformation Managers, Senior Responsible Owners, Business Change Managers, Change Programme Managers, Operational Line Managers

Objectives:

- Applying appropriate process frameworks to optimally plan and understand organizational change.
- A range of organization paradigms with which to understand, support and sustain organizational change processes.
- How to properly prepare for an organizational change initiative - such as building an effective change team and offering insights which enhance the team's performance.
- Preparing people for organizational change.
- How to be motivational in ways that's empathetic towards peoples' roles and personalities.
- How to establish a clear framework of roles, skills and activities through which leaders can support and sustain the change process.

Prerequisites:

- The Change Management Foundation certificate is a pre-requisite.

Testing and Certification

- Objective testing based on a case study scenario
- 4 questions of 20 marks each
- 40 marks required to pass (out of 80 available) – 50%
- 2.5 hours duration
- Restricted open book – The Effective Change Manager's Handbook may be used in the exam

Content:

- How the process of organizational change or transformation occurs.
- The roles needed to assemble teams most likely to achieve successful organizational change.
- How people react to organizational change and how to help them adapt.
- Developing strategies to keep people motivated while an organization undergoes change.
- The different types of change process e.g. planned and emergent change.
- How to keep stakeholders engaged while an organization undergoes change.

Further Information:

For More information, or to book your course, please call us on 0800/84.009

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www.globalknowledge.com/en-be/