

Leading Change – Certification in Change Management

Success isn't based on one's ability to simply change. It is based on one's ability to change faster than your competition and customers.

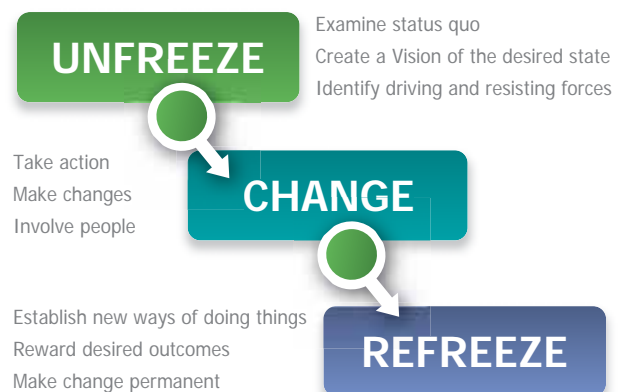
What is Change Management?

As the rate of change in business continues to accelerate, the ability to change quickly and effectively, with committed and capable people, is the new strategic advantage. An organization which is effectively ready for change is able to adapt to external factors and continuously improve.

Change management is a set of processes, tools and techniques used to allow organizations to manage change in order to achieve desired business outcomes.

Benefits of having staff equipped with Change Management qualifications:

- Organizations able to respond faster to customer trends
- Improved organizational capability to assess the impact and challenges of change
- Improved benefits identification which serve as motivators towards the end goal
- Time to implement change is reduced
- Increased return on investment by reducing costs associated with change
- Reduced likelihood of unsuccessful change
- Allows the use of "best practices" to develop leaders and high performing teams
- Optimization of project outcomes, product usability and acceptance



Whatever your role, the ability to communicate effectively and influence others is a critical skill in today's business environment.

Accredited Change Management Foundation and Practitioner Courses

We take a real life approach to our training courses which enables participants to maximize outcomes by using proven change management approaches for both incremental and transformational change. Workforce acceptance of new practices, technology or behaviours is maximized as we address the critical aspects of effective change management and provide the building blocks for designing your own organization specific change management framework.

HiLogic is an Accredited Change Management Training Organization, delivering both public and corporate in-house courses. Our Change Management courses will introduce participants to a number of change management models selected for their practical application and adaptability in different change situations.

- 3 day Foundation Course
- 1.5 day Practitioner Course
- 4.5 day Combined Foundation + Practitioner Course



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Foundation & Practitioner Certification Courses

Change Management Foundation Qualification

Training aims

By attending this course, participants will understand:

- ➔ How individuals are impacted by change and developing strategies to support people through change
- ➔ How organizations work, their culture and models for change
- ➔ The change governance structures typically used in organizations
- ➔ How to define a change vision and the blueprint for change
- ➔ The stakeholder engagement process and communication approaches
- ➔ Building momentum for change and sustaining it
- ➔ The role of the change manager, change agents, line and middle managers and how to develop an effective change team
- ➔ The role of project, programme and portfolio management (including PM/CM Offices) in implementing a change strategy
- ➔ The key elements required for designing an organizational change management framework

For: Sponsors of change, change managers, change agents, line managers supporting change, project and programme team members, PMO/CMO staff, staff involved in business improvements

Models on which the training is based, include:

- Kotter - Eight step model for change
- Lewin - Unfreeze-Change-Refreeze
- McKinsey - 7-S model
- Beckhard & Harris - A formula for change
- Bridges - Managing the transition
- MBTI personality profiling and how it affects the change process
- Kolb's learning styles and its influence on people's acceptance of change
- Tuckman's team development model
- A systems thinking approach to change

Exam – 40 minute, closed book, multiple choice exam completed on day 3

Change Management Practitioner Qualification

Training aims

Change Management Practitioner training will:

- ➔ Expand upon the working knowledge gained during the Foundation course of the key principles and models of change
- ➔ Improve understanding in defining learning objectives for change
- ➔ Expand knowledge of a project, programme and portfolio governance environment in which change is delivered
- ➔ Advance understanding of organizational 'levers' and reinforcing systems to sustain change

- ➔ Further support creation of a change framework based on widely accepted individual and organization change models
- ➔ Support understanding of problem analysis in a change management scenario

For: Sponsors of change, change managers, change agents, project and programme team members, PMO/CMO staff, staff involved in business improvements

Exam – 2.5 hour, open book, objective style exam completed on day 2

Internationally Recognized Qualifications

HiLogic's Foundation and Practitioner Change Management courses are internationally recognized and accredited by APM Group (UK). APMG administers best practice qualifications such as PRINCE2®, MSP® and ITIL® globally.

Why become qualified?

- ➔ Gain certification as a change management professional
- ➔ A recognized change management qualification will demonstrate a strong understanding and competency in managing change
- ➔ Having qualified change managers allows an organization to rate and track its readiness for change
- ➔ Over the last few years there has been a 35% increase in the demand for people with change management expertise and qualifications. This trend highlights the growing need for qualified change managers within today's organization

How To Enrol Into Our Courses

HiLogic offers a calendar of public courses plus in-house training courses. For our public courses you can enrol online by visiting www.hilogic.net

HiLogic is an Accredited Change Management Training Organization. Our training and consulting services are designed to quickly develop the skills and know-how needed to effectively apply change management. To support the different ways people learn, our courses include a mixture of presentation, class and group exercises and question and answer sessions. To learn more about how our training and services can benefit you, or for a list of our public course dates contact us now or visit www.hilogic.net



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