

## Learn how to plan, implement and control major change initiatives in your organisation

We recognise that **learning styles differ** from person to person.

We have been delivering change management training through face-to-face workshops for 15 years and e-learning for the past decade, so we recognise that learning styles differ from person to person.

Now, you can **combine e-change (the online application) with face-to-face guided workshop** learning for a more blended support package.



This 2-day workshop equips you to use PCI to:

- ✓ Measure the impact of organisational change on people
- ✓ Build a case for investing in people centred planning
- ✓ Track the risks and enablers for your change initiatives
- ✓ Build and execute robust change plans

### Day 1

Introduction	- Change Challenges - Learning Expectations
People Centered Implementation	- Overview of the methodology - Understanding the six critical success factors
<b>e-change</b>	- Overview of the application - Integrating PCI and Project activities
Sharing the Change Purpose	- Understanding vision, imperative and solution - Building and communicating “elevator” speeches
Creating Effective Change Leadership	- Key leadership roles in the change process - Mapping the change network - Sponsor and change agent development

### Day 2

Engaging the Organisation	- Creating effective engagement interventions - Effective communication and involvement plans
Building Committed Local Sponsorship	- Building middle and front line manager - Developing local sponsor characteristics
Creating Strong Personal Connection	- Increasing local team commitment - Tailoring and communicating change messages
Sustaining Personal Performance	- Maintaining performance during change - Understanding resistance reasons and behaviours
Integrated Change Planning	- Building change action plans - Integrating PCI actions into project plans

You get 15 hours of practical action learning, training and coaching from experienced change executives, a detailed workbook and easy reference pocket guide and an individual perpetual licence to **e-change**.

# Key features of e-change®



## Wizard

- Step-by-step guide through the change process
- Change process covering: initiating, planning, executing, controlling and closing projects
- Links to relevant tools, coaching and resources



## Learning

- Nearly 8 hours of learning, videos and podcasts
- Knowledge checks of you PCI learning
- "On the go" coaching tips



## Change tools

- 12 powerful, downloadable tools that could be sent to individuals or groups
- Over 20 practical implementation planning templates
- Integrated coaching guidance to build faultless change plans



## Resources

- Nearly 70 user generated cases
- E-books and other reading suggestions
- Sample plans and editable change presentations



## Personalisation and Storage

- Facility to create and distribute change plans
- A space to customise and store your files, materials and links
- Brand the user interface to fit your corporate image



You may claim 14 PDUs on completion of the PCI Practitioner Workshop



**e-change** is a pioneering web-based change management application which lets you learn and practically apply the PCI methodology **at any time and from anywhere.**

All your change processes, tools, resources and education are in a single online application, making PCI (our change management methodology) even more accessible than before.

Do you need to more success in implementing change in your organisation? Are you hitting hurdles such as insufficient commitment, poor sponsorship or employee resistance?

## How can I find out more?

If you would like more information about our change management solutions contact us on +44 (0)1444 450777, [enquiries@changefirst.com](mailto:enquiries@changefirst.com) or log onto [www.changefirst.com](http://www.changefirst.com)

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