



APMG INTERNATIONAL CHANGE MANAGEMENT™ FOUNDATION

Introduction

The course focuses on the effects of change in four key areas: individual, organization, communication and stakeholder engagement and change practice. It is an intense course that requires delegates to prepare thoroughly and involves evening study. The course culminates in the Foundation examination on day three.

It is complementary to MSP®, M_o_R® and PRINCE2® but knowledge of these approaches is not a pre-requisite for attendance.

The course provides an informative and valuable pathway of understanding through the maze of principles, theories and guidance on organisational change management, and gives a solid platform for clear best practice thinking and the application of useful tools and techniques for achieving successful change.

Target Audience

This course is ideal for:

- Staff involved in Change Management
- Those leading or about to lead Change
- Those seeking the Foundation qualification
- Team members being affected by or affecting Change, and individuals who will need to support their colleagues, team and organisation through change, and/or manage themselves through change

Course Benefits

- An internationally recognised APM Group qualification
- Understanding of the impacts of change
- Knowledge and understanding of how to support others through change
- Understanding to support the organisation through change

Duration: Three days

Pre-Requisites: Some previous experience of Change Management or Programme Management would be useful but is not essential. There is some recommended pre-course reading and preparation.



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MSP®, M_o_R®, PRINCE2® and P3M3® are [registered] trade marks of AXELOS Limited, used under permission of AXELOS Limited. All rights reserved.

About Aspire Europe

Our roots are entrenched in Change Programme Management and Performance Management and we are committed to improving the efficiency and effectiveness of organisations through the transfer of our knowledge and experience to your people.

We constantly strive to offer refreshing, stimulating and interesting events facilitated by consultants with a wealth of experience and examples to enhance your learning experience.

We offer further accredited courses to continue your development.

We look at the tools and techniques that will be helpful day-to-day and identify areas where further development will help. In addition, we will explore the different benefits management skills that will be required to maintain a benefits focus in a change programme.

The course is a key component of any professional development for a Business Change Manager or member of a change team.

Price on application

For more details please contact us

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Course Outline

Module	Content
Change and the Individual	<ul style="list-style-type: none">• Learning process and styles• Learning dip• Models of individual change• Motivation• Individual differences
Change and the Organization	<ul style="list-style-type: none">• Metaphors of organizations• Organization culture and change• Models of change• Key roles in organizational change• Drivers of change• Developing vision
Stakeholder strategy	<ul style="list-style-type: none">• Principles• Identifying and segmenting stakeholders• Personas and empathy maps• Stakeholder mapping• Influencing strategies
Communication and engagement	<ul style="list-style-type: none">• Communication biases• Feedback and communications approaches• Communicating change – factors, barriers and approaches• Communications channels (Push-Pull & Lean-Rich)• Planning communications
Change impact	<ul style="list-style-type: none">• Identifying and assessing change impact• Stakeholder impact assessment• Change severity assessment
Change readiness	<ul style="list-style-type: none">• Motivation to change and supporting individuals• Change agent networks• Building organizational change readiness• Building the Change team• Change Management plan• Preparing for resistance
FOUNDATION EXAMINATION	Throughout the course, interwoven within the delivery of the theory and the practical examples of good practice, there is ongoing support and preparation for the examinations. We provide sample papers and worked exercise using a scenario/case study to help create situations which develop the delegates understanding and recall of the material.