



# APMG INTERNATIONAL CHANGE MANAGEMENT™ FOUNDATION & PRACTITIONER

## Introduction

This APM Group accredited course is based on The Effective Change Manager's Handbook.

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 and the Practitioner Examination on the morning of Day five.

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

## Target Audience

This course is ideal for:

- Staff involved in Change Management
- Those leading or about to lead Change
- Those seeking the Foundation and Practitioner 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 course
- Understanding of the impacts of change
- Knowledge and understanding of how to support others through change
- Understanding to support the organisation through change

**Duration:** Five 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.

This five day course is busy, and for individuals coming from a project, programme, operations or senior management background it is a fascinating insight while at the same time putting in place essential foundations for the future.

We do everything in our power to help nurture you through to the standard required for the examination. We ensure that you have a good practical understanding of the impact change has on individuals, teams, organisations and leaders, and how that understanding can support successful delivery of the outcomes and benefits required.

**Price on application**

**For more details please contact us**

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## Course Outline

Module	Content
<b>Change and the Individual</b>	<ul style="list-style-type: none"><li>• Learning process and styles</li><li>• Learning dip</li><li>• Models of individual change</li><li>• Motivation</li><li>• Individual differences</li></ul>
<b>Change and the Organization</b>	<ul style="list-style-type: none"><li>• Metaphors of organizations</li><li>• Organization culture and change</li><li>• Models of change</li><li>• Key roles in organizational change</li><li>• Drivers of change</li><li>• Developing vision</li></ul>
<b>Stakeholder strategy</b>	<ul style="list-style-type: none"><li>• Principles</li><li>• Identifying and segmenting stakeholders</li><li>• Personas and empathy maps</li><li>• Stakeholder mapping</li><li>• Influencing strategies</li></ul>
<b>Communication and engagement</b>	<ul style="list-style-type: none"><li>• Communication biases</li><li>• Feedback and communications approaches</li><li>• Communicating change – factors, barriers and approaches</li><li>• Communications channels (Push-Pull &amp; Lean-Rich)</li><li>• Planning communications</li></ul>
<b>Change impact</b>	<ul style="list-style-type: none"><li>• Identifying and assessing change impact</li><li>• Stakeholder impact assessment</li><li>• Change severity assessment</li></ul>
<b>Change readiness</b>	<ul style="list-style-type: none"><li>• Motivation to change and supporting individuals</li><li>• Change agent networks</li><li>• Building organizational change readiness</li><li>• Building the change team</li><li>• Change management plan</li><li>• Preparing for resistance</li></ul>
<b>Practitioner Workshop</b>	<ul style="list-style-type: none"><li>• Training Planning</li><li>• Project Management – change initiatives, projects and programmes</li></ul>
<b>Sustaining Change</b>	<ul style="list-style-type: none"><li>• Change levers</li><li>• Levels of adoption</li><li>• Reinforcing Systems</li></ul>
<b>FOUNDATION &amp; PRACTITIONER EXAMINATION</b>	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 exercises.