Organization Change Management
for Project Teams

Assurance • Experience • Trust

The Problem

Projects are never a success when they are delivered—their product must be adopted to declare success. Whether you are delivering a process for HR, creating new model of cell phone for your customers, or implementing a new ERP system for your company, if they do not see value in the output of your project, it is a failure. Most project teams, however, are focused on maintaining scope, schedule, and budget, they are far removed from the end-user, and they have little concept on how to persuade someone to use what they are developing. The fact of the matter is, though, that the project team is the first people involved in the making a tangible product that their customers can use, adapt, and enhance to create value.

The Solution

Increase Urgency → Build the Right Team → Get the Right Vision → Communicate for Buy-in → Empower Action → Short-Term Wins → Don't Let Up → Make It Stick

Organization Change Management for Project Teams helps your project managers, their teams, and their stakeholders:

- Deliver truly successful projects.
- Understand what Organization Change Management (OCM) means to your organization.
- Learn how to build OCM into your projects and your culture.

Organizations the world over struggle to make changes stick. This class is designed to integrate change management into projects. This is critical as the project's product can now be seen and felt by end-users, who must take ownership of it for the change to last. This workshop helps PMO managers, executive sponsors, project managers, and their project teams understand why and how to make project and adoption successful.

Benefits

The more in-depth a project team's knowledge and understanding of OCM, the more likely the project will ultimately succeed.

The benefits of this workshop are to:

- Understand the current theories in change management and how they relate to projects.
- Understand why change management is important to the organization and the project.
- Identify the key areas of integration for OCM and Project Management.

VISION to VALUE

- Define the Executive Sponsor's role.
- Define differences between Organization Change Management and Change Control.
- Redefine the project process to accommodate OCM.

What It Covers

The learning objectives are:

- Why change fails.
- OCM Theory and evolution as it relates to initiatives and projects.
- OCM Processes.
- The differences between initiative and project lifecycles.
- Handling project and organization change together.
- Creating resistance mitigation plans.

Who Will Benefit

The entire organization benefits from this workshop. It is strongly recommended that a deep cross section of the organization attend. Critical attendees are PMO managers, executive sponsors, project and program managers, project leads, and key team members.

How It Works

This workshop is nominally an eight-hour workshop and includes tailoring to your specific initiatives. Interviews will be conducted ahead of the workshop to understand your organization's needs and incorporated into your workshop.

The workshop format can be adjusted to two- and four-hour versions by focusing on fewer areas of the strategy implementation process.

What You Get
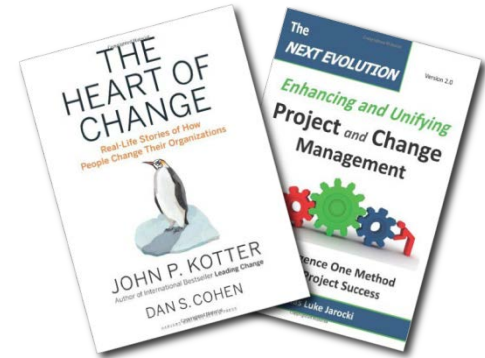
Materials for the full-day class include:

- *The Heart of Change* by John Kotter
- *Enhancing and Unifying Project and Change Management* by Thomas Luke Jarocki

A $60 value!

FOR MORE INFORMATION

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