

a2BCMF® 4-day Change Management Practitioner Training Programme

Target Audience: Change Professionals, HR Leaders, Function Heads, Project Managers and Lean Practitioners.

So What: We enable change programme delivery, employee change adoption and behaviour change.

Organisation Value: Our trainers are globally experienced change implementation executives who focus on building organisation Change capability.



Change Management Practitioner

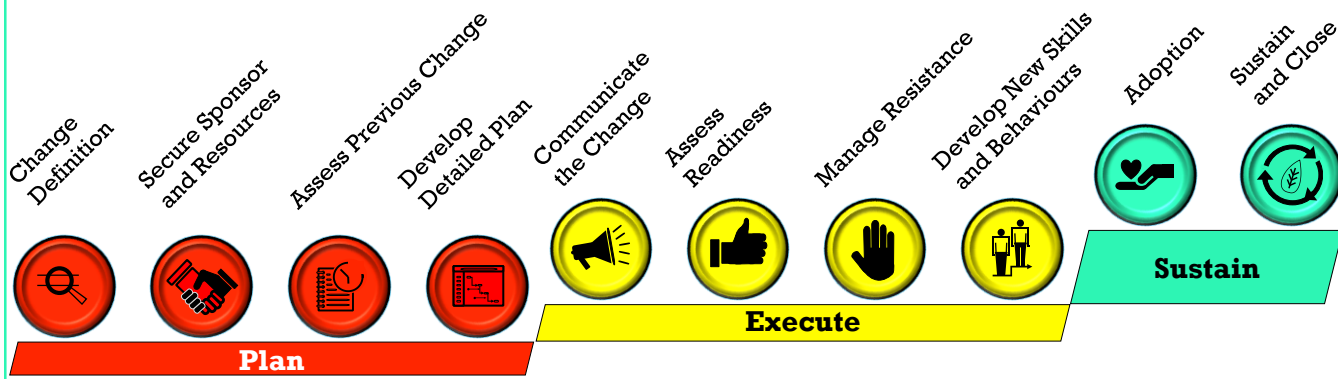
Who Should Attend?

This course is for delegates who want to improve their professional change skills to support their organisation in a major change or transformation. This programme is designed to build change management capability. Delegates will gain an insight into change implementation models, tools and techniques that can help deliver effective change. This course is highly practical, focusing on challenges and opportunities typically faced by change professionals in their organisation.

Why Attend?

Change disruption is the order of the day. Rapidly changing customer buying habits, access to new technology and social media are accelerating the way organisations need to adapt to change to remain competitive or even survive. Change programmes are often complex and may require significant change that cuts across a number of business areas. This course will help to build internal capability to support change implementation and benefits realisation.

a2B Change Management Practitioner Training Modules©



What Will You Learn?

The training follows a change programme implementation approach with ten key modules. Each module has an exercise to provide experiential learning and are supported by three critical change models:

- ❖ a2B Change Management Framework® (a2BCMF®)
- ❖ AUILM® – Employee Change Adoption Model
- ❖ a2B5R® – Behavioural Change Model

The course also develops facilitation and trusted adviser skills.

Course Schedule

Pre-Course Introduction Webinar

- ❖ Course introduction
- ❖ Identify a change initiative/project
- ❖ Each delegate's project overview
- ❖ Complete on-line Change History Assessment (CHA)

Classroom (4 Days)

- ❖ 10 Key Change Modules (a2BCMF)
- ❖ Modules aligned to Class Projects
- ❖ CHA to assess organisation weakness
- ❖ Change supported through Employee AUILM and a2B5R Behaviour Models

Day 1

- Ex.** Exercise on your Organisation's Change Challenges
- A.** Introduction to Change Management
- B.** a2B Change Management Framework
- M1.** Change Definition

Day 2

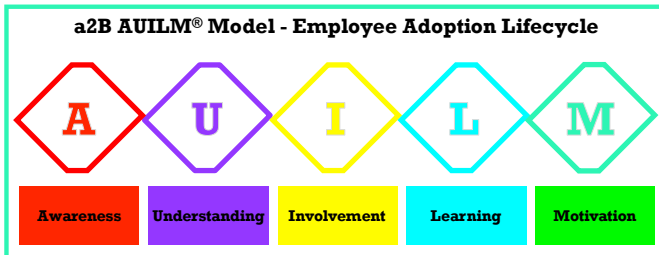
- M2.** Secure Sponsorship and Resources
- M3.** Assess Previous Change
- M4.** Develop Detailed Change Plan
- Ex.** Module Exercises 1-4

Day 3

- M5.** Communicate the Change
- M6.** Assess Readiness
- M7.** Manage Resistance
- Ex.** Module Exercises 5-7

Day 4

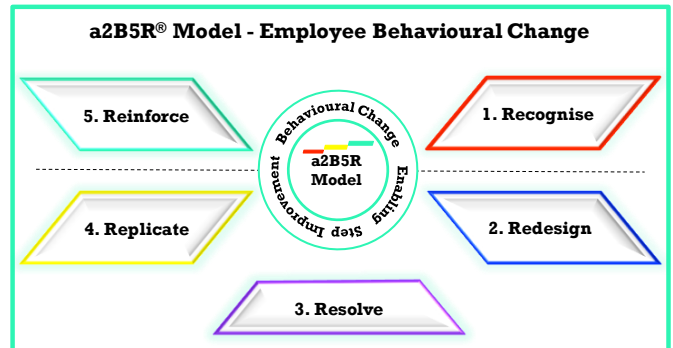
- M8.** Develop New Skills and Behaviours
- M9.** Adoption
- M10.** Sustain and Close
- Ex.** Module Exercises 8-10 (Optional Exam)

**a2B5R® Employee Behavioural Model**

The Change Practitioner Training also uses our **a2B5R®** Model to develop the new required behaviours for change adoption. Developing new behaviours is a difficult challenge when it comes to behaviour changes in work. Our **a2B5R®** Model supports the employee to develop and reinforce the few new critical behaviours to ensure change success. The **a2B5R®** Model supports the Change Management Framework® (a2BCMF®) Step 8 – Develop New Skills and Behaviours.

a2B AUILM® Employee Adoption Model

The Change Practitioner Training uses our **a2B AUILM®** Model which outlines the five key lifecycle stages the employee goes through in the change transition from the current state 'a' to the future state 'B'. This model supports change, developing the employee's new skills and behaviours to enable change adoption.

**Venue**

Duddingston Golf Club: Duddingston Road West, Edinburgh EH15 3QD.

By road: Edinburgh bypass exit Straiton Junction.

By rail: Edinburgh Waverley Station and a 15 minute taxi journey.

Training Rooms: Shades Conference Suite and breakout room.

Facilities: Free parking and free Wi-Fi.

Meals: Includes lunch, coffee and snacks.

Training Costs

Early Bird Discount: £920 +vat (45 days before course).

Normal price: £1,150 +vat.

Includes: Two full-time trainers, training manual and handouts.

In-Company training: All courses are available to be delivered at the client site for cost effective group training. Please contact us for more information.

Your Trainers**Peter Gallagher**

CCMP™, LSS MBB, MBA, PgMP®, PMP®, PMI-RMP®, CMgr FCMI, CQM/OE
a2B Advisory Consulting – Managing Director

- ❖ Certified Change Management Professional (CCMP™) from the Association of Change Management Professionals ([ACMP](#))
- ❖ Highly accomplished, skilled global senior executive with a proven track record of transforming and improving the world's largest and most successful organisations in over 20 countries
- ❖ Other selected certifications include Project (PMP®), Program (PgMP®), and Risk (PMI-RMP®) certification from the Project Management Institute (PMI)

**Sarah**

CCMP™, CSSGB, LSS GB, PRINCE2® Foundation & Practitioner, BA Hons
a2B Advisory Consulting – Operations Director

- ❖ Certified Change Management Professional (CCMP™) from the Association of Change Management Professionals ([ACMP](#))
- ❖ Change Practitioner and project manager with broad international industry experience in the consulting, account management, education, communications, recruitment and energy sectors
- ❖ Other certifications include Lean Sigma Green Belt (LSS GB) from Shell International, ASQ Certified Six Sigma Green Belt (CSSGB) and Prince2 Practitioner

Discover more, visit <http://www.a2b.consulting/change-practitioner-training> or call +44 7541 472599/Email: peter.gallagher@a2b.consulting