

CHANGE MANAGERS CERTIFICATION

The most successful organizations will be those that can successfully evolve and transform their business model, processes, systems, structure, and, of course, their culture.

“The technical problems are the easy ones, and the non-technical ones will represent their biggest challenge.” Michael Hammer

This is the workshop, approach, and most effective and practical path you can take to lead a change in your organisation ethically. You will develop personal competencies and have the tools to lead and be a Change Manager in highly complex projects using the Acertare® DOIT Change® methodology and conversational model.

Our approach is backed by over 20 years of change management experience in the Americas and Europe, combines Lean, Agile, Coaching, and Design thinking concepts.



WHO IS THIS COURSE FOR?

Individuals responsible for managing changes or building change management competencies

- Change Management leaders
- Project Managers / team members
- ESG/CSR leaders
- Human resources leaders / New Work
- Organizational development leaders
- IT professionals / Business Consultants



LEARNING OBJECTIVES

The participants will:

- **Apply DO IT Change®** Model as a guide to manage organizational change
- **(D) Discover** the value of Change Management and its applications
- **(O) Observe themselves**, to gain the competency to effectively manage change
- **(I) Ideate** strategies and activities
- **(T) Create a Transformation Plan**
- **Use the Acertare® Change Canvas framework and tools**



APPROACH

This program is available in both in-person and virtual instructor-led formats.

Few days before the training, the participants will receive a questionnaire and a business case that mark the beginning of the training.

If participants have a specific application case, they will also have the opportunity to work on it during the sessions.



AGENDA

A 3-day program:

DAY 1 : 9H – 17H30

- Benefits and what Change Management is used for
- Initiating conversations to foster a mindset shift and individual commitment: DOIT- Discover, Observe, Ideate, and Transform
- Acertare Canvas, the guide for properly manage change activities
- Discovering the project's cause and purpose,
- Assessments and Tools
- Impact Matrix

DAY 2 : 9H – 17H30

- Crafting the change management strategy
- Change Management Plan: Detailing actions in a comprehensive work plan
- Measurement and Control: Managing meaningful organizational conversations that involve and facilitate people's engagement and commitment to change – Role play
- **4 AND 8 WEEKS LATER, 9H-12H30 (Virtual)**
- Supervision and sharing experiences: presentation of CM plan, feedback and key topics reinforcement

Information:

Face-to-face in Zurich

Price excl. VAT per person: EUR/CHF 2'950.

Price includes training, tools and user license.

Excluded: Travel & Accommodation