



Course Comparisons

CMC delivers Prosci® role based change management training and solutions for executives, change practitioners, project managers, people managers and frontline employees, allowing your entire organisation to become successful at driving and delivering change.

For change professionals

Prosci Change Management Practitioner Certification, Advanced change management training, plus a range of workshops designed to support your change projects and progress your professional change management journey.

For organisational roles

Workshops and role-based training for sponsors, managers, project teams and employees.

For the enterprise change management journey

Strategic alignment workshops, ECM Bootcamp, ELearning and Prosci site licence options to embed change capability within your organisation.

Plus ... advisory support, coaching and flexible access to change management expertise.

Did you know ...?

* “Successful change relies on the acceptance and engagement of your employees, one individual at a time.”



* Prosci Best Practice Research 2016

For change professionals

Change Management Practitioner Certification

This **three-day** intensive and interactive course provides participants with the knowledge, skills and tools to drive and manage change in their organisations. Participants apply Prosci's change management tools and methodology to a real project, drawing on the Best Practice Research from 4500+ organisations, including the Prosci ADKAR® model, to create a change management strategy they can take back to the workplace.

Advanced Immersion Workshop

The Advanced Immersion Workshop is **two-day** professional development workshop that focuses on advanced change management tools and application. During the workshop, participants apply cutting-edge, research-based approaches designed to help deliver exceptional results on complex change.

Experienced Practitioner Programme

This **four-day** programme enables experienced change management practitioners to develop an enhanced perspective of how to drive best practice change management within their organisation. It provides an opportunity to collaborate with and learn from other seasoned change practitioners as they analyse case studies, assess complex change scenarios, and explore seminal change management literature.

Train-the-Trainer

This **four-day**, all-encompassing change management course provides participants with the knowledge, tools and confidence to deliver quality Prosci Change Management Training to their employees. Participants will walk away ready to prepare a training strategy for their organisation and the ability to teach some of the key Prosci Change Management role-based courses.

Agile and Change Management Workshop

In this **one-day** practical and interactive workshop, we will take you through an in-depth exploration of the latest research and build specific tactics and plans for effectively adapting and adjusting change management in an Agile environment.

Business Case for Change Management

This **one-day** workshop shows participants how to apply the structure of a business case to change management, and provides a method and tool for demonstrating the ROI of change management. Change management practitioners are often required to justify investment in change management - this workshop is designed to help them.

For organisational roles

EXECUTIVES: Change Management Sponsor Briefing

This **one-day** workshop equips Executives and Senior Leaders with the skills and techniques to lead and sponsor successful organisational change. Participants are shown how to assess the status of their organisation's change portfolio, and how to use Prosci's research-based methodology to maximise the return-on-investment of the changes they are leading.

PROJECT LEADERS: Change Management Workshop

This **one-day** workshop prepares project leaders and project teams to effectively integrate their work with change management, in order to meet their project's intended outcomes, using a common language and framework for change management in project terms they are familiar with.

STAKEHOLDERS: Fundamentals of Change Management

This **one-day** experiential workshop provides participants with an understanding of the fundamental concepts and organisational benefits of effective change management. The workshop is designed to provide awareness and desire for additional knowledge around change management.

MANAGERS: Line Managers and Supervisors Workshop

This **one-day** workshop equips managers with the skills and techniques to manage the impact of change on themselves and coach employees through change to deliver successful transformation. Participants use a current change that is being implemented and apply Prosci's ADKAR® Model and change tools to develop a Change Management Coaching Plan for their team.

EMPLOYEES: Orientation for Employees



This **one-day** workshop equips frontline employees with the competencies required to embrace and adapt to organisational change. It is based on the Employee's Survival Guide to Change and the Prosci® ADKAR® Model. During the course, participants work apply tools and templates to gain a better understanding of their own responses to change and learn how to take control of change.

"Ready for the next evolution of my career, after the best course I've ever been on!"

Ross McNeil
Office 365 Change Management
at Dell 3d

For the enterprise change management journey

Enterprise Change Management Boot Camp

This interactive, fast-paced **one-day** Bootcamp is aimed at those charged with developing organisational change management capability, guiding delegates through the steps required to build a compelling case for Enterprise Change Management in their organisations.

Change Management eLearning

These eLearning modules offer your employees a library of knowledge they can access anytime. With four to chose from, they can help create a common language for change and allow you to scale your change management competency quickly and consistently: **Introduction to Change Management**, **Introduction to ADKAR**, **Introduction to Leading Change** and **Thriving through Change**.

Prosci Site Licence

Prosci Licensing offers your organisation greater flexibility when deploying change management on projects and across the entire organisation. With unlimited access to Prosci's patented change management models and methodologies, you can customise these materials with your branding, your company culture, and your language. It's everything you need to build change capability at the organisational level.



Also, contact us about the **CMC Practitioner Plus**, **advisory support** and our **free Change Management webinars** ...

Contact us

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Why Prosci® Change Management training?

Whether you are new or experienced in the field of Change Management, Prosci will provide you with a structured approach to effectively manage the people side of change.

What makes the Prosci Change Management approach unique?

- ▶ A holistic approach that integrates both the individual and organisational aspects of change
- ▶ A clear framework, effective for any type or size of change
- ▶ Practical, easy-to-use eToolkit for practitioners with tools, templates, assessments and checklists
- ▶ Contextualised training; assessing and building change management plan for real projects



* Prosci's research has shown that projects with excellent change management are:

93% more likely to meet or exceed their objectives

69% more likely to be on schedule

78% more likely to be under budget

* Prosci® Best Practice Research 2018



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The ADKAR Model is a framework for understanding change at an individual level.

The Model addresses each of the ADKAR factors: Awareness, Desire, Knowledge, Ability and Reinforcement so that we can successfully employ it to facilitate individual change.

Contact us

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Why CMC and **Prosci** ?

Why CMC Partnership, to help build your Change Management capability?

Owned and managed by Change Practitioners, CMC is licensed to deliver Prosci Change Management Training worldwide. Our courses are delivered by highly qualified instructors who also have practical experience in change, programme and project delivery.



CMC's Prosci Certification training has been approved by the Association of Change Management Professionals®

Owned and managed by practicing business change management professionals, CMC Partnership Global offers private and customised Prosci change management training and change support to organisations across Africa.

Our role-based, research-based training programs teach individuals at every level of your organisation how to play their unique roles during times of change. These flexible programs are designed to help you apply change management to your existing projects, so you can realise immediate benefits. Specifically we offer solutions for:

- ▶ Change Practitioners
- ▶ Senior Leaders
- ▶ Project Teams
- ▶ People Managers

We also offer advisory support, coaching and flexible access to change management expertise.



*"I came away with weaponised knowledge on advanced change management techniques.
An absolute must if you want to deploy change projects consistently well!"
Chris Pereira
Change Management Practitioner.*

The Prosci Change Management Methodology

- Draws upon continual field research with more than 4,500 participants worldwide
- The most widely used change management methodology in the world
- Based on Prosci's 3-Phase Change Management Process as a leading framework for managing the people side of change:
 - Phase 1: Preparing for change
 - Phase 2: Managing change
 - Phase 3: Reinforcing change