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Over 300,000 business and IT professionals trained

INTEQGROUP
Successful Completion
Organizational Change Management

Organizational Change Management

Mastering the X Factor in Business Transformation

Live: 2 Days **Self-Paced eLearning: 14 Engagement Hours**

Regardless of innovative process improvement ideas, brilliantly engineered software, detailed project plans and deep executive sponsorship, business transformation initiatives (BPR, IT modernization, etc.) often fail to deliver the intended transformational results.

An X Factor is a variable in a given situation that could have the most significant impact on the outcome. Change management at the individual, team and organization level is the X Factor in the success (or failure) in business transformation initiatives.

Change management is the people side of business transformation. Change simply does not happen by itself. Change needs to be cohesively and proactively managed. Change management integrates the transition of people, processes and technology from the current "as-is" state to a continually unfolding future state.

Change management deeply engages staff, supervisors, managers and leadership across the organization at all levels of the organization resulting in achieving project objectives and the realization of desired outcomes. Change management is indeed the X Factor in successful and sustainable transformation.

Inteq's Change Management training course is your roadmap and playbook of techniques, skills and methods—gleaned from years of experience across the spectrum of business transformation and I.T. modernization projects—enabling you to successfully transition individuals, teams and organizations from the current as-is state to desired high-performing future states.

Inteq's business analysis training courses have emerged as the gold standard for professional business analysis training—and are simply the most effective business analysis training courses available in the industry.

Inteq's Change Management Training course is more than education; its transformation—for the participants, project teams and their organizations.

You will learn:

- Manage the people side of BPR and modernization
- Develop a winning change management strategy
- Assess your organization's readiness for change
- Create an effective communications plan
- Proactively manage resistance to change
- Successfully engage staff, management, and leadership
- Become a high-performing agent of change
- and much more

Power Skills Course Series

| Soft Skills | SFT | Business Relationship Management | BRM | Developing Effective Business Cases | EBC | Organizational Change Management | OCM |

Course outline

Introduction and Foundation
- What is change management?
- Transition vs. transformation
- Drivers of Organizational Change
- Business functions and processes
- The business value of change management
- Goals, objectives and success criteria

The Change Management Process
- Change is a Process
- Change management roles
- Scoping change from 360°
- The dynamics of organizational culture
- Business process change continuum™
- The change management roadmap
- Agile change management

Ensuring Readiness For Change
- Clarity of current vs. future state
- Establishing performance metrics
- Sponsor and stakeholder engagement
- Risk assessment and countermeasures
- Training and development planning
- Communications planning
- Building the case and socializing change

Proactively Managing Change
- Being an agent of change
- Engaging the change management team
- Overcoming resistance to change
- Managing the fog of transition
- Monitoring and adjusting change
- Syncing change with project management
- Ensuring sustainability of change

Change Management Case Study
Participants analyze a business problem, identifying alternative solutions and develop a business case in connection with a real world business process decision that impacts people, systems and workflows. This case study provides an invaluable template that participants can leverage in their organization.

Practical Guidance
- Transforming a "hero culture"
- The myth of change by edict
- Trending topics
- Change management toolkit and Getting Started

Who should attend?
- Business analysts
- Business systems analysts
- Business subject matter experts
- Project managers
- IT and business professionals who develop business cases
- Anyone leading or facilitating change management in their organization

Prerequisites:

None. Inteq's Change Management training provides a comprehensive and cohesive approach to change management, regardless of background and level of experience.

Change Management is an excellent companion and seamlessly integrates with any of our business analysis courses, including Business Systems Analysis, Agile Business Analysis, Business Process Modeling, Logical Data Modeling and Advanced Data Modeling, and Soft Skills for Business and I.T. Professionals.

You will receive:
- Digital badge of completion
- Personalized certificate of completion
- Continuing Education Units (CEUs)
- IIBA Professional Development Units (PDUs)
- Electronic comprehensive course manual
- Supplemental course materials

LIVE: Inteq's Organizational Change Management 2-Day training course can be tailored to your organization's training objectives and can be combined with other Inteq courses to create a 3, 4 and 5-day hybrid training program.

Anytime eLearning™:
Anytime, Anywhere, Any Device. Self Paced. 45-Day Access.

What is the Next Step?

Let's start a conversation to discuss your objectives in more detail.
Contact Chandra Galloway: 800.719.4627 | cgalloway@inteqgroup.com

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