

# Managing Change

Strategically Planning to Lead Others Through Change-Taking Projects From Inception to Completion

## Course Overview

### How You Will Benefit

Before embarking on a change-based objective, strategic planning across all levels of an organization is required. From inception to completion, projects must be carefully planned to better mitigate potential barriers, maintain momentum, and create a blueprint for future improvement projects. A study conducted by PricewaterhouseCoopers found that fewer than 3% of companies successfully completed all of their projects. The efforts of poorly conceived and implemented projects can be devastating to a company's successes. The Harvard Business Review reported that the failure of IT projects in the United States cost an estimated \$50 to \$150 billion each year. Effective project management is essential if an organization is to succeed in today's rapidly changing and highly competitive environment.

### Course Objectives

Successful completion of this course will increase your ability to:

- Identify the elements of an effective strategic planning model
- Identify a good foundation and framework for creating a strategic team
- Identify, acknowledge, and manage resistance to ensure an efficient transition
- Apply techniques for increasing and gaining commitment to the change
- Avoid common pitfalls that derail strategic plans
- Initiate and define a project
- Moving a project forward and keeping it on track
- Bring a project to a close and evaluate its success

### Key Topics Covered

This course explores the following subjects in depth:

- Extracting goals from your strategic agenda
- Tactics for communicating the vision and goals of your organization's environment to determine its readiness for change
- Identifying common reasons for resistance and how to manage it at all levels
- Identifying the project outcome and how it can best be achieved
- Checking for organizational readiness
- Identifying stakeholders and selecting the right people for the project team
- Creating a project schedule that includes timelines, milestones, and responsibilities
- Planning for contingencies and handling project barriers
- Evaluating the process to increase the success of future projects
- Making the change a lasting part of the culture

### What the Course Offers

- Interactive learning setting
- Thorough set of materials: Instructor Guide, Participant Guide, Slideshow Presentation, and Learning Summary
- Opportunity to apply the concepts in a risk-free environment