

Change Management: Building Capacity in Your Organization and Your Life

This session will explore and introduce participants at every level of the organization to Prosci's® research-based approach to change management methodology.

Change projects fail more often from lack of effective change management than any other single reason. Teams that ignore change management cite this as one of the "most important lessons learned" during their project. Teams that use change management techniques have:

- Reduced turnover and the loss of valued employee
- Accelerated the implementation of the change
- Reduced productivity loss and employee resistance

Change management is the effective management of a business change such that executive leaders, managers and front line employees work in concert to successfully implement the needed process, technology or organizational changes.

What many teams lack, however, is a solid understanding of what change management is and how to implement change management tactics.

Change management can be viewed from two perspectives – from those implementing the change and from the recipients of change. Your view of change management varies dramatically if you are the executive demanding the change versus the front line employee who may be unsure why a change is even needed. These two perspectives of change management can be referred to as: Individual change management and organizational change management.

For individual change management, you will need to build knowledge around:

- Diagnosing resistance to change
- Models for managing individual change
- Decisions and consequences around supporting change that face employees
- Coaching tools and techniques for helping employees navigate the change process

For Organizational change management, you will need to build knowledge and abilities around:

- Critical barriers to implementing change
- Change management planning and strategies
- Managing employee resistance
- Organizational change management methodologies
- Building executive sponsorship
- Creating communication plans
- Creating training and educational programs
- Incentive and recognition programs

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REGISTRATION FORM

Paige McKenzie

Change Management: Building Capacity in your Organization and your Life

July 7, 2010 – 9:30 AM – 3:30 PM (lunch is provided)

Parrish Hall, Bosco Homes Office, 6770 – 129 Avenue, Edmonton, AB

Please print and mail, E-mail or fax with your payment to:

Alberta Association of Services to Children and Families
Suite 258, 8330 – 82 Avenue
Edmonton, AB T6C 4E3
Telephone: (780) 428-3660 Fax: (780) 428-3844 Email: dpapineau@aacsf.com

Registration fee:

AASCF members:

\$50.00 + GST \$2.50 = \$52.50

Non members:

\$55.00 + GST \$2.75 = \$57.75

We accept visa/master card/ cash or cheques

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REGISTRATION DEADLINE July 2, 2010

Name of Agency: _____ Phone: _____

Email: _____ Address: _____

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Main Contact Person: _____

Name of Person/s Attending:

1 _____

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2 _____

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