



## Learning Centre

*"Your Project Management Knowledge Connection"*

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### ***Organizational Change Integration for Project Leaders Workshop Outline***

2 Day

PMI 14 PDUs



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## **ORGANIZATIONAL CHANGE INTEGRATION FOR PROJECT LEADERS**

### *Engaging and Managing Stakeholders*

Of the many challenges facing today's project leaders, managing organizational change is often the most difficult. Integrating successful change involves a complex process that balances strategic and technical requirements against the "soft stuff" of human behaviour.

#### **Workshop Overview**

This workshop takes a practical look at organizational change management in a project setting. Rich in "real-world" experience, it will equip project leaders with principles, tools and techniques for planning, managing and integrating the changes needed to drive project benefits into your business.

#### **Workshop Benefits – Learning Objectives**

- Recognize how an effective change management strategy and leader play a critical role in project success
- Assess the impact a project will have on the organization
- Develop a change strategy that aligns with organizational or project requirements
- Tailor your change strategy to fit the nature, magnitude and complexity of the situation
- Work effectively with organizational change experts
- Build a dynamic change management plan for the components in your organization that will be affected by the upcoming change
- Overcome resistance to change and other difficult obstacles
- Strike the right balance between organizational, project or technical requirements and the needs of people
- Apply proven techniques to productively manage and motivate stakeholders
- Integrate change into the organization as quickly and smoothly as possible

#### **Workshop Format**

The hands-on format features interactive discussion, action-learning, simulation exercises and a case study. You will be grouped into teams that will work together in "real-world" project environments. Each team will use the tools and techniques presented in the workshop, enabling you to experience the process of collaborative planning and see its effectiveness firsthand. Dialogue sessions and reviews are conducted for experience and idea sharing, and guided feedback from the Workshop Leader to reinforce learning. This format will enable you to immediately apply basic business case preparation skills back at work.

#### **Workshop Take-Aways**

- Organizational Change Integration for Project Leaders Reference Manual
- Hand-Outs and Templates
- Certificate of Completion
- **14 PMI® PDUs**
- Website & Book References

#### **Who Should Attend?**

This workshop is intended for experienced project managers and those who are currently or about to be involved in large, complex projects, portfolios or programs. It is also for senior managers and executives who wish to grow their knowledge of change management and integration concepts, tools and techniques, in order to execute necessary change and manage stakeholders.

The Workshop is very hands-on, hence it is limited to a maximum of 16 participants.

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#### **Inquire About Our Customized Workshop Solutions**

If your business requires confidentiality or a tailored approach to your business, a customized approach is available. Call us at 604-461-0104, or email [learning@ciki.ca](mailto:learning@ciki.ca).



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## **ORGANIZATIONAL CHANGE INTEGRATION FOR PROJECT LEADERS**

### **WORKSHOP INTRODUCTION**

- Introductions
- Workshop Rules
- Workshop Agenda
- Workshop Format
- Workshop Objectives

### **CHANGE MANAGEMENT FRAMEWORK**

- Forces that drive change in organizations
- The case for change: aligning change management to organizational strategy
- Benefits of managing change in a project environment
- Change vs. stakeholder vs. communication management plans
- Guiding principles for leading change

### **UNDERSTANDING AND MOTIVATING STAKEHOLDERS**

- Identifying and assessing stakeholders
- Developing a stakeholder management strategy
- Developing a communications management plan
- Techniques for engaging and motivating stakeholders

### **MANAGING STAKEHOLDERS**

- Methods and skills for effectively managing stakeholders
- Encouraging stakeholders to buy into and lead change
- Ensuring that change remains aligned to strategy
- Dealing with organizational culture, dynamics and resistance issues

### **BUILDING THE CHANGE MANAGEMENT PLAN**

- Key components of the change management plan
- Assessing the impact of change on the organization
- Creating coaching, resistance management and training plans
- Preparing the change management team and sponsors
- Integrating the stakeholder, communications and change management plans into the master change management plan

### **WORKSHOP CONCLUSION**

- Challenges
- Avoiding the mistakes of the past: tips and key learnings
- Opportunities for Improvement
- Website & Book References