

## ORGANIZATIONAL CHANGE MANAGEMENT

OCM00.10

One of the most difficult things for an organization to do is change the way it does business. Implementing change is much more than issuing an edict and expecting everyone to follow your lead. Managers must learn to lead their organization through the change process. Change is hard for managers and your staff. For some people it is almost impossible. And yet, organizations must change to survive.

Organizational change management (OCM) or simply "change management" is the process used to facilitate change in an organization. This class recognizes the challenges associated with changing how your organization does things, and guides you through a holistic approach to making change stick.

### PREREQUISITES

- None

### LEARNING OBJECTIVES

At the end of this class, participants will be able to:

- Understand the difficult nature of change and the importance of change management
- Describe an effective change process
- Recognize the obstacles to change in your organization
- Create a change management plan
- Adapt to the changing needs of the organization
- Respond to the uncertainty surrounding change

### WHO SHOULD ATTEND

- Managers at all levels
- Project managers and senior team members on projects that introduce and require change

### COURSE OUTLINE

- Fundamentals of change management
- Change process
- Obstacles to change
- Managing change
- Adapting to change
- Coping with uncertainty
- Moving forward

The class contains numerous exercises to reinforce the concepts learned during class

### CLASS LENGTH

- One day (8 PDUs)