



## The Change Academy Programme



**Developing change management skills across the organisation  
Certificate in Strategic Management & Leadership with CMI accreditation**

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### Developing change management skills across the organisation

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The Change Academy Programme is accredited by the internationally recognised Chartered Management Institute (CMI). It is aimed at practising managers, change agents and consultants who have a current or future change project to progress.

- ✚ *Could you or your people benefit from improved design and management of change in your organisation?*
- ✚ *Have you a current change project you want some support and challenge on?*
- ✚ *Do you want to develop your change management skills and competence to achieve higher impact?*
- ✚ *Do you want to become a more effective manager through deepening your knowledge of change?*
- ✚ *Do you want CMI Level 7 accreditation in strategic management and leadership?*

**The Change Academy Programme** is a high impact programme combining academic rigour with practical and participatory workshops built around the leadership and management of real organisation change projects which delegates bring.

The Change Academy Programme time commitment is five days over five months. During this time you will focus specifically on improving the performance of your own organisation's change programme, whilst benefitting from the support of your fellow programme members and guidance from the tutors, enabling you to design, implement and sustain high impact change.

### Benefits

- ✚ Deepening of understanding of change management models, frameworks, tools and techniques;
- ✚ Focused support on your own change project;
- ✚ Inspiration and exposure to other ways of managing change;
- ✚ Opportunities to better understand others' change projects from a variety of sectors and settings;
- ✚ Increased facilitation and coaching skills;
- ✚ In-depth analysis of change management within a confidential setting with a group of peers facilitated by knowledgeable and experienced tutors.



Free Copy Best Selling Book



## Format

The Change Academy Programme comprises of two 2-day workshops followed by a final one day change symposium. You will be working on or preparing for your own change project throughout. There will be tailored action learning and coaching support and challenge during the programme together with online support and resources.

For those who want to gain Chartered Management Institute Level 7 accreditation a final written assignment based on learnings from the programme and focused on your own change project will be offered.

## Content of the programme

Workshop One Change Management Models & Approaches	Workshop Two Leadership of Change
Introduction to the Change Academy Programme	Essential qualities of the Change Agent
What is change management?	Team effectiveness
Drivers for change An organisation's readiness for change	Teams through change
Why change fails	The change team
Models of change	Real life change case studies
Approaches to change/framing change	Change leadership models
Introduction to delegates' change projects	Stepping into your change leadership roles
The Five Change Paradigms	Influencing skills, stakeholder management
The evidence-based manager and research methods	Evaluating, integrating and sustaining change
Managing change & transition	The learning organisations & knowledge management
Stakeholder communication & management	Complex adaptive systems, planned and emergent change
Coaching & facilitation skills	Power, politics and the shadow during times of change

## Between Workshops One, Two and the final change symposium

You will have access to:

1. Action Learning (Support & Challenge Groups);
2. 1-2-1 Coaching & Supervision; and
3. Online discussion and additional resources.

**The change symposium** will have concluding presentations of the change projects; highlighting the change interventions that were most effective; the change leadership styles that worked; and lessons learned from all of the projects. Also a key note speaker addressing hot topics in change.

