

About Prosci®

Founded in 1994, Prosci is the leading change management research company in the world

WHY PROSCI?

FORMED IN 1994, PROSCI IS AN INDEPENDENT RESEARCH COMPANY IN THE field of change management. Prosci's change management methodology has become one of the most widely used approaches for managing the people side of change in corporations and government. Today, Prosci is the world leader in change management research.

Prosci's change management approach is chosen by organizations because the methodology and tools are:



RESEARCH-BASED

Prosci's change management materials utilize best practices research from more than 2,000 end-users worldwide.



HOLISTIC

Prosci's best-of-the-best change model and structured process provide a comprehensive framework for managing change at all levels, from top-level executives to front-line employees.



EASY-TO-USE

Prosci's tools, templates and checklists are easy to learn and easy to apply.



Prosci is uniquely positioned to help your organization build internal competency in change management. As a research firm and learning organization, Prosci provides training and resources for:

- Executives and senior leaders
- Managers and supervisors
- Project teams
- HR and training groups
- Employees

In addition to the courses offered directly by Prosci, we provide Train-the-Trainer programs to enable you to deploy change management throughout your organization. We give you the knowledge, resources and tools to achieve project success and build the competency to manage change.

PROSCI BY THE NUMBERS

45,000	Members of Prosci's change management community
4,000	Certified practitioners in Prosci's change management methodology
2,000	Organizations that have contributed to Prosci's best practices research since 1998
66	Percent of Fortune 100 companies that have purchased Prosci's change management material or attended Prosci's training
65	Countries that have participated in Prosci's change management best practices research
6	Longitudinal studies on change management that Prosci has conducted over the last twelve years

INNOVATIVE MODELS AND PROCESSES

- Prosci is the creator of the ADKAR® model, one of the most effective tools for helping employees through change.
- Prosci was the first to develop comprehensive models for the ROI of Change Management and to introduce Enterprise Change Management as a strategic capability.
- Prosci is the only company to offer the Change Management Pilot Professional, a fully electronic, integrated change management application with worldwide online access and downloadable tools.
- Prosci's new Change Portfolio Toolkit is a ground-breaking work focused on managing multiple changes and change saturation throughout an organization.

PROSCI'S CHANGE MANAGEMENT PROCESS

PHASE 1 PREPARING FOR CHANGE

Define your change management strategy

Prepare your change management team

Develop your sponsorship model

PHASE 2 MANAGING CHANGE

Develop change management plans

Take action and implement plans

PHASE 3 REINFORCING CHANGE

Collect and analyze feedback

Diagnose gaps and manage resistance

Implement corrective actions and celebrate successes

THE ADKAR® MODEL

Learn how to use the popular individual change model developed by Prosci

A WARENESS

D ESIRE

K NOWLEDGE

A BILITY

R EINFORCEMENT



TRAINING OFFERINGS

PROSCI'S TRAINING PROGRAMS INCLUDE BOTH PUBLIC AND ONSITE TRAINING events to build competency in change management. Our courses bring research data to life with master instructors who include published authors and former senior executives.

CERTIFICATION

"I need to apply a structured approach for building a change management strategy and plans for a particular initiative."

3-day program applying the process and tools to a real project you are currently working on. Offered at your location or open-enrollment. Sessions available several times per month at venues across the US or at Primary Affiliate locations across the globe.

SPONSOR PROGRAM

"I authorize and launch changes. I need to become a great sponsor of change initiatives in my organization."

4-6 hour executive session answering: what is change management, why is it important and what is my role? Includes self assessment and review of your portfolio of change.

MANAGER PROGRAM

"My direct reports are being impacted by a number of changes –I need the skills to support them and be a great leader of change."

1-day manager program on becoming a great change leader and managing employees through change.

EMPLOYEE PROGRAM

"Changes are impacting me all of the time –and I would like to be empowered to survive and thrive in times of change."

1-day program aimed at helping employees become active participants and take charge of the changes impacting them.

ADVANCED PROGRAM

"I would like to become an expert in change management to provide thought leadership and coaching within my organization."

3-day program aimed at helping you become a recognized change management expert. Offered quarterly as open-enrollment. Prerequisites include Prosci certification. Includes 40-50 hours of pre-course preparation.

TRAIN-THE-TRAINER

"I would like to teach change management programs in my organization."

3.5-day program to enable in-house delivery of Prosci's change management programs. Offered monthly at the Change Management Learning Center in Loveland, Colorado.

ENGAGING WITH PROSCI

IN ADDITION TO A PORTFOLIO OF CLASSROOM TRAINING OPTIONS, PROSCI offers various opportunities to learn about change management and to join our community of change professionals.

WEBINARS	Prosci offers free webinars taught by our research staff. These webinars discuss cutting-edge change management topics with experts and peers, creating an interactive and dynamic change management learning community. For more information on Prosci's change management webinars, please visit our Webinars page at www.change-management.com/webinars.htm .
TUTORIALS	Prosci publishes weekly tutorials free for our 45,000-member community at the Change Management Learning Center. To view our collection of previously-published tutorials or register to receive new weekly updates, please visit our Tutorials page at www.change-management.com/tutorials.htm .
ECM	Many organizations choose Prosci as their methodology of choice. Enterprise Change Management (ECM) is the discipline and process of deploying change management across an entire organization. In recent years, more organizations have taken on the task of becoming more flexible and durable by building their own internal competency to manage change at an organizational level. Learn how to build your enterprise-wide ability at www.change-management.com/ecm.htm .
AFFILIATES	 <p>Prosci's Primary Affiliate Network enables global access to certified resources for Prosci's change management courses and materials. Open enrollment certification sessions are currently being offered by Affiliates in Australia, Canada, Europe, the Middle East (GCC) and South Africa. Global providers can be viewed by visiting www.change-management.com/resources.htm.</p>
ATP	Prosci's model for delivering certification and training courses to customers around the world is fulfilled by creating relationships with established organizations who are currently involved in the change management field. The Authorized Training Provider (ATP) program involves a formalized relationship with Prosci that allows consultants and training companies to market and deliver Prosci change management training courses to their clients. Email Allison Seabeck at aseabeck@prosci.com for more information.
LICENSES	For organizations who would like to implement and customize Prosci's tools and methodology, Prosci offers product licensing options. To speak with an analyst about proper licensing and use of Prosci's materials, please contact license@prosci.com .
CONFERENCE	Prosci hosts the global conference on best practices in change management. This event provides a forum for hundreds of change management professionals from around the world to come together to network and share lessons learned. Information on this year's conference can be viewed at www.acmp.info/conference .

CLIENTS FROM AROUND THE WORLD



Prosci has been directly engaged in knowledge transfer and coaching of executives and project teams for very diverse groups, including some of the largest companies and government agencies worldwide. These organizations have selected Prosci as a best-of-the-best provider for change management methodology, tools and models.

Having an in-depth understanding of your needs and goals is fundamental to how we work with you.

TESTIMONIALS

"If we had the opportunity to attend Prosci's change management training and to use these tools before starting this project we could have cut the amount of time and money spent by at least 50%."

Jose G., Director of Human Resources

"Absolutely fantastic. The balance of exercises, training, self-work and bonding is a winning combination. I wish all training was as effective."

Sharon D., Business Analyst

"Amazing experience—career changing for me. What I learned at Prosci's Change Management Program will allow me to transform my organization."

Shelly Z., AVP, Manager, Organizational Performance Management

"Outstanding in both content and delivery, well researched, practical, user-friendly and highly interactive. After 14 years, the best methodology I have found, and a truly professional organization."

Catherine S., Change Management Consultant

"Great value for the money—an incredible amount of knowledge and material. Commitment from Prosci is second to none. I have never been in a better course."

Sandra A., Director of Organizational Development & Learning



Prosci[®]

FOR MORE INFORMATION ON PROSCI'S OFFERINGS, PLEASE CONTACT US:

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