

# Prosci's Change Management Sponsor Program



## Position your projects, yourself and your organisation for success during change

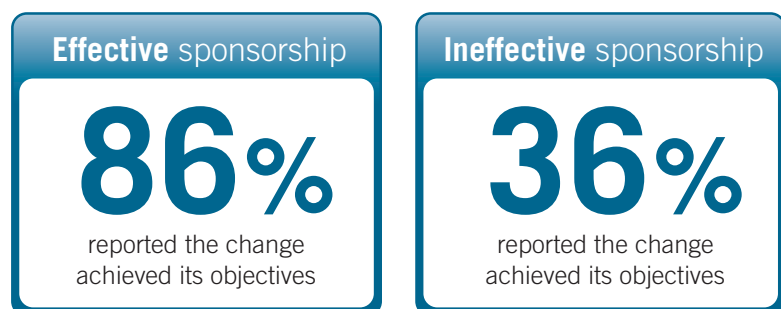
The number one success factor for change is active and visible sponsorship, according to Prosci's 12 years of global Change Management benchmarking studies.

Specifically designed for CEOs, Sponsors and Senior Executives, the goal of this program is to equip senior leaders to position their projects for success. Your executives will discover the connection between Change Management and financial return on investment and they will gain new insight into their roles as Sponsors in driving successful change.

This unique program has two components: a **Health Assessment** of your organisation's strategic change portfolio, using Prosci's leading edge tools, followed by a customised **Executive Briefing**.

The **Health Assessment** of the strategic change portfolio is based on an on-line survey completed by project teams and key stakeholders on up to six current major projects, using best practice Prosci tools.

### Sponsors Drive Change Success



Source: Prosci's 2009 Best Practices in Change Management Benchmarking Report

At the customised **Executive Briefing** (4-6 hours), your senior executives use the results of the Health Assessment to examine the major projects underway, how much is invested in each of them, the people risk and how well the projects are positioned for success.

The executives also review the re-defined role of Sponsors on the people side of change and assess your organisation's change leadership bench-strength.

At the completion of this assignment, your senior leaders will have a shared understanding of the contribution of Change Management to financial benefit realisation and the role they play in positioning change initiatives for success and building your organisation's change capability.



### How Executives will benefit from attending

- Make the connection between Change Management and achieving business results;
- Assess the health and people risk of strategic change projects;
- Understand the re-defined role of Executive Sponsorship;
- Review the critical role of managers in change;
- Receive Change Management resources valued at AU\$360

Being Human is the exclusive Australian Primary Affiliate for Prosci, the world's leading independent Change Management research company.



## Topics we will cover

The 4 – 6 hour Executive Briefing is customised to cover the topics most relevant to the Executives attending. Select from:

### Setting the stage for Change Management

- The connection between Change Management and financial performance;
- Prosci Project Change Triangle - three critical components for success;

### Position your projects for strategic success:

- Health Assessment of strategic change portfolio;
- Change Management methodology overview;

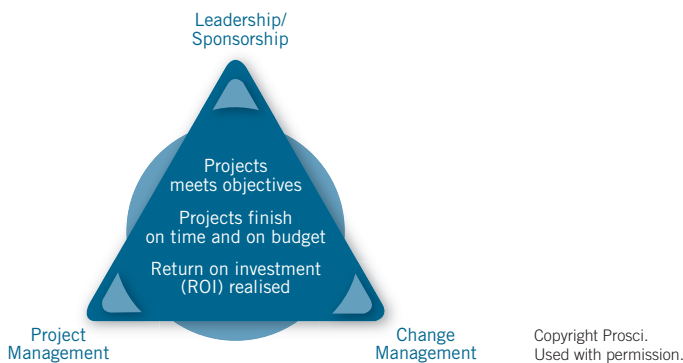
### Position yourself for sponsorship success

- Role of sponsors in change - what the data tells us;
- What messages employees want to hear from you;

### Position your organisation for success

- The role of managers and team leaders;
- Equipping equip managers to be effective change leaders;
- Prosci's ADKAR® model of individual change.

## Prosci Project Change Triangle (PCT)



This program uses Prosci's Project Change Triangle to equip Sponsors to position strategic change projects for success.

Based on 12 years of global best practices studies, the Prosci PCT defines the three key success factors for change.

## About Being Human

Founded in 1993, our mission is to develop change-capable people and organisations to achieve the benefits of change.

We provide Change Management & Leadership consulting, training and coaching services based on global best practices. As Prosci's exclusive Primary Affiliate in Australia, we deliver Prosci's range of best practice Change Management programs for Executives, Managers, Change Practitioners and Employees. We also sell Prosci's Toolkits and Books through our Bookstore.

## Program Presenters



### Catherine Smithson

Catherine Smithson is a leading facilitator, educator and consultant in change management, leadership development and organisation development. She has 20 years' experience as a senior manager and a consultant with public and private sector organisations. Catherine has a BA DipEd, MBA and MA as well as numerous professional accreditations.



### Vicky Emery

In her 20-year career, Vicky Emery has successfully worked with leading organisations in the public and private sectors. Her expertise includes leadership, change management and executive coaching. Vicky holds qualifications in Education, Somatic Psychotherapy, Adult Education and is also an experienced accredited practitioner in a wide range of leadership and Change Management tools and methodologies.



**“ Active and visible executive sponsorship was ranked the top contributor to change success in all six of Prosci's global benchmarking studies. It outnumbers every other factor by a 4:1 margin.”**

Jeffrey M Hiatt, Founder and CEO, Prosci.

**Being Human**  
Developing change-capable people and organisations

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