



International Institute for Executive Training

Discounts apply for 3 or more people from the same organization.

Certified Strategic Change Management Professional (SCMP)TM Online Virtual Instructor-Led



Program Overview

This program builds the core competencies you need to successfully manage change and become a leader who can convert ideas into action and sustain organizational success. You'll hone your organizational awareness to identify opportunities for change, negotiate support, and mobilize people to act.

This intensive, hands-on course develops the skills that any manager will need for leading change. We will analyze the forces that drive organizations to change, examine impediments to change, and survey a range of approaches for making organizational change more effective. Change occurs in many forms from minor transitions to major transformations and upheavals.

Effectively managing change involves different activities depending on the scope of change and the organization's readiness for it. Special attention will be given to managing conflict from transitions and the inevitable losses that radical change brings.










[Click Here to Register and Pay](#)

Benefits of an Internationally Accredited Certification

- Our accredited courses have been independently assessed to ensure a **consistent and high-quality** service.
- Our accreditation provides proof that we comply with **industry best practices**.
- Our accreditation demonstrates that our presenters have **vast technical knowledge and experience**.
- Studies have shown that individuals that attain international accreditation/certification are more likely to achieve **higher salaries** and be **promoted** over those individuals that are not.

Key Takeaways

-  Understanding the importance and need for effective change management
-  Recognize the appropriate roles for your team in the change process.
-  Understand the human element of change by exploring the the emotional cycle of change.
-  See how Change Management fits into the project lifecycle.
-  Develop the leadership skills required for enacting change.
-  Overcoming resistance to change by identifying the reasons for why people resist change.
-  Explore the change management toolkit by using models such as the DICE model of organizational change and Kotter's 8-step model of change.

Course Requirements

Delegates must meet the following criteria to be eligible for certificate of completion.

1. **Attendance** – delegates must attend all sessions of the course. Delegates who miss more than two hours of the course sessions will not be eligible to sit for the Certified Strategic Change Management Professional (SCMP)TM Examination.
2. **Successful completion of the course work and exam** – Upon completion of this training course you will receive your certificate from iIET.

Certified Strategic Change Management Professional (SCMP)TM



Why People Choose to learn with the iIET...

Our unique approach brings together...

- Internationally accredited learning center
- latest case studies from the worlds top companies
- most cutting-edge multimedia available



Our course content is designed to fit every learning style and support the non-English speaking audience.

Who Should Attend This Program

Any executive or manager tasked with establishing, implementing, or facilitating a business risk process or anyone tasked with providing assurance to senior management that the significant risks are being managed appropriately.

***Successful completion of the course makes you Certified Strategic Change Management Professional. You can use the designation of SCMPTM on your resume and business card.**

A Sample of Organization We Have Worked With



MINISTRY OF
FINANCE
Strategic Planning,
National Development & Statistics

RioTinto

Digicel



IAEA
International Atomic Energy Agency



Virtual/Instructor Led Process

Register for Course

- Fill out the registration form
- Complete payment

Pre-Reading

- Complete all pre-reading materials before the 3-day session begins.

2 Days x 3 Hour Zoom Sessions

- 2 consecutive days of virtual instructor-led sessions.
- Each session is 3 hours long.
- Daily agenda provided below.

End of Course

- Submit all case studies to iIET within 1 week after the last session.
- Complete an open-book exam (multiple choice and short answer) within 1 week after the last session.
- Achieve a score of 90% or higher to earn the certification.

Fundamentals of Change Management

- Understanding the need for effective change management
- Importance of change
- Leading Change
- Successful change initiatives

Psychology of Change

- Theories and Perspectives
- Emotional Cycle of Change

The reasons for Change and Strategy

- What is Strategy?
- Strategic Project Planning: To plan or not to plan?
- The triggering event
- Defining Corporate Strategy and Competitive Advantage

The Tools and Techniques for the Strategic Analysis

- Benchmarking
- Balanced Scorecard Approach
- Strategy Mapping
- SWOT/PEST Analysis

Change Management and Project Management

- Definition of a project
- The role of change management in projects
- Project life cycle
- Key knowledge areas of project management

Change Management

- The emotional cycle of change management
- Kurt Lewin's Model of change management: The 3 stages of change
- John Kotter's 8 Step Change Model
- Reading: "Leading Change Why Transformation Efforts Fail"

Process of Change

- Dice model of Change
- Using change management models
- Creating a sense of urgency

Culture, Change and Organizational Values

- What it means to manage culture
- The effect of organizational values on change
- Ways to develop inventions and action research
- What to do when tensions rise
- International impacts on organizational behavior

Understanding Change Management

- What constitutes effective change leadership
- How to develop a leadership strategy and leadership courage
- Ways to deal with processes and evolutionary change

Implementing Organizational Changes

- How to effectively communicate your organization's vision and mission
- Ways to explain the reasons and timing for change
- Opportunistic change, time pacing and growth stage
- How to establish and provide directions for change

Effective Change management for executives

- Designing effective change programs/plans
- Creating an adaptive corporate environment
- Understanding the transition process
- Coping with Uncertainty

Overcoming Resistance to Change

- Identifying the reasons for why people resist change
- Create a way to communicate with employees about new initiatives and their progress.
- Develop key deliverables for each department, organization and person involved in the new business strategy

Stakeholder Management

- Stakeholder Analysis: Importance vs. Influence
- Sorting the stakeholders
- The stakeholders engagement pyramid
- Stakeholders analysis and communication
- Group Activity: Identifying Your Stakeholders PMBOK Guideline
- Case Study: Communication Planning at Kelloggs

Reinforcing Change

- Tie successful implementation to compensation
- Collect and analyze feedback
- Celebrate success

Strategic Human Resources

- Human Resource Strategies for Project Managers
- The 4 Steps of the Human Resource Planning Process
- Recruiting talent
- Outsourcing
- Global talent management
- Employer Branding: The 5 Steps to building an effective brand

Leadership

- Emotional Intelligence
- Leadership Styles and Traits
- Hershey-Blanchard Situational Leadership