

Agile Change Coach Course Outline

Self-Paced



Key Course Information

Duration: 20 Hours Self-Paced Online Study

Learning Materials: Pre-course content

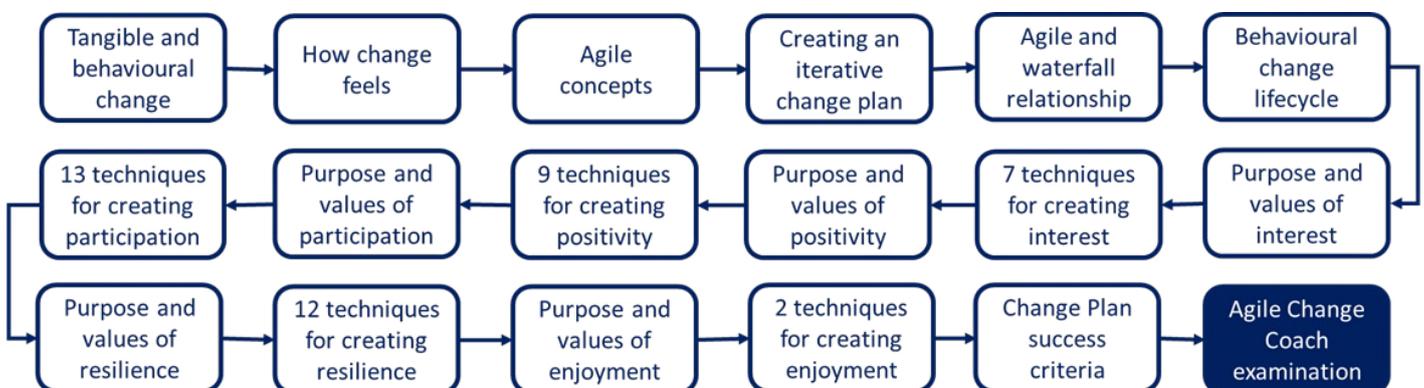
Examination: Accreditation and Digital Badge from APMG

How will this course develop my career?

Achieving behavioural change is a critical success factor for any change initiative. New ways of thinking and doing the work are key to accomplishing the objectives and realising the benefits. Behaviour change is complex, because it is re-wiring the brain to respond differently to existing stimuli, and that this re-wiring is a personal choice by all those impacted by change.

The skills needed for behavioural change are core 21st century leadership characteristics. Being able to seamlessly and continuously accept change personally and to lead others to adopt new ways of working generates significant financial, efficiency and effectiveness benefits.

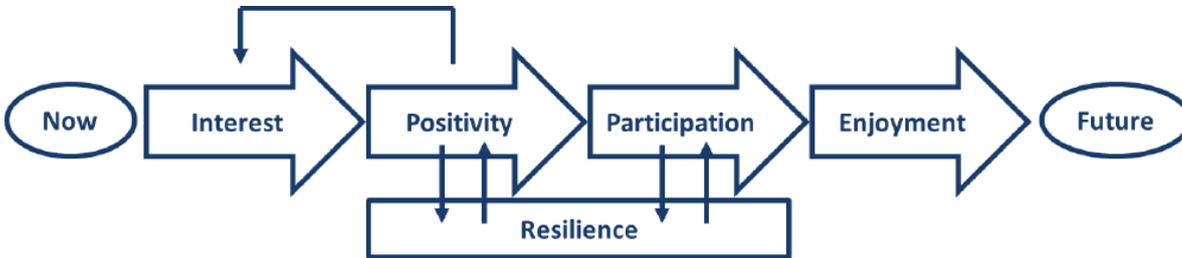
What does the course include?



This course contains lots of techniques, practical guidance, short-cuts, checklists, time management tools and skills for influencing, motivating and persuading yourself and others from an initial idea to the creation of a new way of working.

What will I learn?

The purpose of this course is for you to develop your ability to lead yourself and others through a change at work. You will learn the factors that help to shift someone's thinking from how they currently behave to a new set of habits, using the 5 phases of the behavioural change lifecycle model. To support each stage of this lifecycle, you will practice easy to understand and easy to apply neuroscientific short cuts for establishing new ways of behaving:



- 1 Interest**
Help people move from initial awareness that a change is going to take place, through to feeling it is something they need to take notice of, because it is relevant to their role.
- 2 Positivity**
Create a positive view of the change. This positive view recognises the advantages of the change personally, and for the organisation.
- 3 Participation**
Build upon the positivity created in the earlier objective, by offering those impacted opportunities to create define, plan, create and test the new ways of working.
- 4 Resilience**
Help people keep going when they are feeling overwhelmed, developing their emotional resilience for change.
- 5 Enjoyment**
Reinforce the benefits of the change by identifying what has improved, what is now possible that was not before, and what problems have been eradicated by the new ways of working.

For each of these stages in the behavioural change lifecycle, you will learn techniques for reframing the change from positive to negative. You will learn empathy through practical activities for seeing the change from the perspective of others and their priorities. You will use this knowledge to help shape how and what tasks you request of others to enable the change to become a reality.

How long is the course?

The course equates to 20 hours of training, which includes the time spent reading additional material and completing all the activities, examples and sample papers.

Who is the course suitable for?

This course is relevant for anyone who is taking part in change at work. It doesn't assume you know anything about agile or change management, and it doesn't require you to be in a leadership position. We are all responsible for making change happen, and we need practical techniques to do this. The course increases your ability to get this done.

People attend who are experienced change managers, people who are working in "business as usual" roles but have been asked to take part in a change initiative that affects their team. People in project, program and portfolio management roles attend because they want to understand how to integrate their work with other changes being made in the business. Business analysts and communication experts attend because they want to know how to contribute their skills to making change happen. Senior managers who are asked to sponsor change initiative attend so they can understand how to fulfil their responsibilities.

There is no assumption that you have prior knowledge of agile methods or change management techniques. If you do have a background in either of these areas, you will be able to see where your existing skills complement what you are learning. This course is all about how to do things, so I will not weigh you down with lots of theoretical knowledge that is nice to know, but that doesn't help you do things in the real world.

How will I learn this?

The course includes activities with sample answers so that when you undertake a piece of work, you can check if you are getting the intended answers. After each section of the course there are quizzes for you to test your knowledge. There is a full quiz at the end of the course which is similar to the exam paper, so you can practice using this. You can repeat the activities and the quizzes as many times as you need.

How is the course delivered?

Each section of the course contains a slide deck which I present to you, so you can hear all of my explanations and examples that bring the content to life. Each slide contains the references to the pages of the Agile Change Management book which the course is based upon, in case you like to do more background reading. If you like to learn more actively, each slide contains the answers to the exam questions so you can concentrate on learning through the activities and quizzes instead of using a text book.

What is the course based on?

The basis of the course is the 2nd edition of the Agile Change Management book, which I wrote to provide easy to understand techniques for making change happen. In the 2nd edition, the publishers commissioned me to write new material that enable us to adopt new ways of working, and respond to the pressure of the multiple, simultaneous changes that are taking place at work. The book is published by Kogan Page and sells all over the world.

What will I take away from the course?

You will be empowered to manage yourself and others through change. When the going gets tough, you will have a toolkit of ideas, tips, techniques and practical exercises that you can use to reset your emotions and feel more positive about change.

Each technique will be described in simple steps, with accompanying guidance so you can continue to practice them after the course, and demonstrate how to use them to colleagues and friends.

Ultimately, you will gain the Agile Change Coach certification.

What are people saying about the course?

The feedback from all those that have taken the course is how much they appreciate my extensive, up to date knowledge of change management. I train alongside my extensive range of consulting work so I can always find relevant examples to illustrate the course material. People who take the course with me also appreciate my enthusiasm for the subject. I love my work, I find change management and business transformation exciting and stimulating, and this energy communicates itself to all who attend my training courses.

Take a look at some testimonials here: www.capabilityforchange.com/testimonials

How much will it cost?

The course includes the taxes, examination and proctoring fees. So you only have to pay one amount, which is £695 plus Vat. When you book, we will be in touch to schedule your exam, so you can plan your learning to reach that target date.

Where can I book?

Visit our website:

www.capabilityforchange.com/courses/agile-change-coach

Browse our full range of courses here:

www.capabilityforchange.com/courses

For more information, view our full Terms & Conditions on our website:
www.capabilityforchange.com/terms-and-conditions

© Capability for Change. All rights reserved.

Company No. 14135856.

Registered Address: 33 Eastgate Street, Stafford, England, ST16 2LZ

Capability
for Change 