

LINKAGE'S CHANGE MASTER FACILITATOR CERTIFICATION

Overview

This certification program teaches you to implement Linkage's Agenda for Change™, a tools-based approach that unifies groups, creates excitement, and is aimed at flawless implementation of an organizational change initiative.

The program examines in detail, the **Agenda for Change™** model, key tools, and how to apply these concepts to different types of organizational change.

This is a highly interactive program with case studies and hands-on application planning using participant's own real life change initiatives. This approach will successfully integrate with current change initiatives that your organization may be undertaking including Lean and Six Sigma. After completion of this program, participants will be certified to use the **Agenda for Change™** to guide your organization's change initiatives.

Note: All Linkage Facilitators are senior change agents with an average of 15 years of consulting experience.

Benefit & Outcomes

- Apply a suite of proven tools that support any change process and ensure success
- Establish credibility as an expert change facilitator focused on results

Prerequisite

Strongly suggested that participants have the following background in change:

- Foundational knowledge of organizational change: why it fails, success factors, approaches/models
- Basic understanding of the difference between organizational change and how people transition during change
- Expertise in group facilitation/process skills

Who Should Attend

Seasoned OD, HR and Training & Development practitioners that have an understanding of organizational change

Pre-work

- Document a current change initiative in your organization (Note: This real life case study will be used extensively during Day 3 of the program)

Program Curriculum

Day 1: Building the Foundation

- Understanding Organizational Change
- The Role of the Change Master Facilitator
- Defining the Change Mandate
- Diagnosing the Change
- The Change Team – Who needs to be involved?

Day 2: Skill Building

- Review of Core Change Tools
- Skill Building:
 - Case Study #1: Structure Change
 - Case Study #2: Process Change
 - Case Study #3: Behavioral Change
- Preparation for Day 3 Application Planning

Day 3: Application Planning

- Stump the Change Master
- Application Planning (using pre-work)
 - Part #1: Define the Change Opportunity
 - Part #2: Identify Implementation Challenges
 - Part #3: Open Learning Lab

Linkage Training Programs are approved by the following organizations

