



## ASPIRE Change Fundamentals

This three-day course is the Change Management Academy's flagship business training course and is designed to provide you with the skills and techniques you need to successfully manage change in a business environment.

The ASPIRE Change Fundamentals Program enables emerging Change Management Practitioners, Project Managers, Business Leaders, Analysts and everyone with an interest in improving business outcomes and individual performance organisations.

**ASPIRE Change Management Fundamentals is a 3-day course that covers an overview into modern change frameworks and the use of the ASPIRE model: Assess, Strategy, Plan, Implement, Readiness/Embed. Using a blend of theory and real life change scenarios, learn how to apply change management standards to every type of change initiative.**

ASPIRE aligns to the Association of Change Management Professionals (ACMP) Change Management Standards and provides additional tools and templates as a starting guide for those new to the change management profession.

### Learn the ASPIRE Model

#### Assess the change

This first step sets the foundation for your change success. You build awareness and the change journey through the assessment phase.

#### Strategies for Success

Start with the end in mind. Don't go any further if you cannot ensure that your change is aligned to the organisations strategy

#### Plan and be prepared

Planning and preparation are critical as during this phase as you consider your best way forward - the key to this phase is not the tools!

#### Implement

Quite often easier said than done! This is where good planning and early preparation really supports your change initiative.

#### Reinforce the new way

Here you are seeking signs of change or resistance. Observe language, actions and listen for informal feedback.

#### Embed the change for sustained success

Organisations are often quick to see the change initiative implemented quickly and this final stage is critical for future sustainability.

### Objectives

- Develop a working knowledge of the ASPIRE Change Methodology
- Assess current readiness, organisational strengths and potential risks that will impact the success of your change
- Prepare readiness criteria aligned to operational readiness and project benefits
- Understand the elements required to develop a relevant change strategy aligned to business outcomes
- Develop a basic plan aligned to project and business expectations that make sure desired business outcomes are satisfied
- Learn how to identify, prepare and respond effectively to unplanned changes

### RECEIVE

- Tools and templates to start you on your Change Management journey
- Experience at applying your new tools in a safe learning environment

### Course Details

Cost: \$1,995 + gst

Dates: Check availability

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### Who will benefit from this course?

- Individuals wanting to understand the change process
- Business Managers, Team Leaders and Supervisors leading themselves and others through change
- Agile Practitioners wanting to have a foundational understanding of the change management function
- Project Managers, Business Analysts and Project support who want to understand the relevance and alignment of change into successful projects