Herding Cats

Insights for Project Effectiveness

Project managers cannot live on technical abilities alone

They must be armed with **strong people skills** like communicating with project sponsors, building relationships with stakeholders and clients, and leading the project team.

Change management is the **process, tools**, and **techniques** used to manage the **people-side** of a business change in order to achieve the required business outcome, and to realize that business solution effectively within a **social infrastructure** of a workplace.

> *"We discovered that too many project managers focus so much energy on using the technical skills that they overlook what successful project managers know to be true – there is a human side to projects"*
>
> Fuller & Harris
> International Institute for Learning

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immediate impact – endless possibilities

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Are you drawing on proven best practices for managing human dynamics in your projects?

Do you know how to move beyond your personal preferences to lead through the power of relationships?

As a leader…. You probably already understand that managing change is an integral part of your success, the success of your teams, and, ultimately, the success of your organization. Never in corporate history has this been truer than it is in today's workplace.

This program has been developed for people leading organizational change initiatives. Whether you are an executive, change agent, or project leader, this program will support the achievement of positive results at the planning, implementing, and sustaining phases of the change.

The materials in the program are designed to be used as:

- A learning and support tool for self-study, group workshops, or coaching discussions
- A resource for reviewing key concepts as you meet new challenges in a changing workplace

Knowing how to manage through change affects the very survival of today's organizations. You are not alone if you recognize the need to balance the human variables with your business goals. You are also not alone if you are acknowledging the need to develop your understanding, skills, and tools for leading in a constantly changing environment.

In this program, you will increase your self-awareness and your understanding of others. You will become more conscious of the choices you make. The intention is to build on what you already know, and what you admire in others. Look for ideas that will help you answer questions like these:

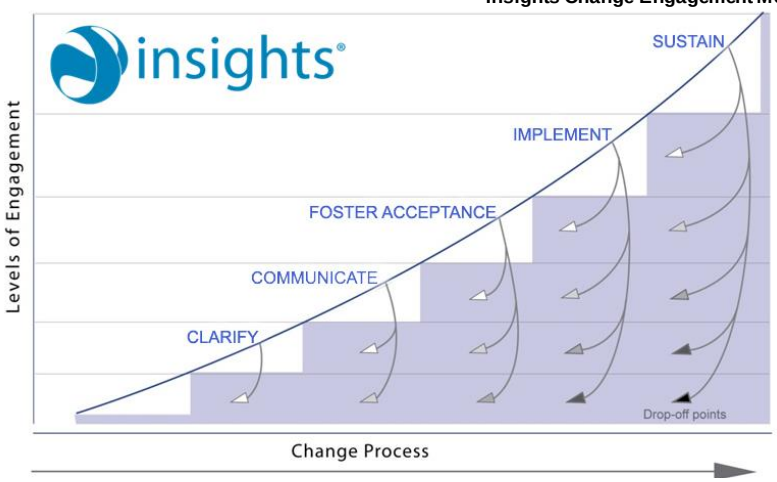
- What are my unique strengths, experiences and dreams, and how do I honor these in my day-to-day actions and words?
- What are the step-by-step processes required to align the organizational results and relationship goals?
- What tools and techniques can I use to effectively support peoples' mental shifts for today's organizational environment?
- Can I really make a difference?

Summary

- Identify how your preferences influence your success during project management
- Assess leadership behaviours using a holistic model of best practices for change
- Explore how to measure levels of engagement during the life cycle of a change.
- Identify practical ideas for increasing engagement.
- Explore five steps in 'making change work'… with practical strategies for strengthening engagement at each step.
- Learn how to use a practical job aid that will assist you with each step of your project.

Insights Learning & Development is a Registered Education Provider (REP) for the Project Management Institute (PMI). Professional Development Credits are available for this course.

Insights Change Engagement Model



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