

Training Agenda

Block 1, Day 1, 29 October 2018

Module # and timing	Topic	Subtopics
Module 1 9:00 – 11:00	Introductions	<ul style="list-style-type: none">• EBRD representatives; introduction of trainer• Course presentation• Participants' introduction• Course expectations
11:00 – 11:15 Coffee break		
Module 1 11:15 – 12:45	What is Change Management?	<ul style="list-style-type: none">• Our VUCA World• Forces of Change• Principles of Change Processes• Two Sides of Change
12:45 – 13:45 Lunch break		
Module 1 13:45 – 15:15	Change Management: Focus Areas	<ul style="list-style-type: none">• The 8 Different Faces of Change• Patterns of Change• Three categories of changes• Planned vs Emerging Changes• External and Internal Environment
15:15 – 15:30 Coffee break		
Module 1 15:30 – 17:30	Models of Change management	<ul style="list-style-type: none">• Understanding different models of change, their value and how to apply them.• Practical exercises
	Day 1 wrap up	Recap and consolidation of key points from Day One

Grow Your Consulting Business Training Series
Change Management for Consultants

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Block 1, Day 2, 30 October 2018

Module # and timing	Topic	Subtopics
Module 2 9:00 – 11:00	Stakeholder and Risk Management	<ul style="list-style-type: none"> • Profiling Key Stakeholders • Three Action Roles in the Change Process • Stakeholder Analysis • Risk Mitigation Plan
11:00 – 11:15 Coffee break		
Module 2 11:15 – 12:45	Managing Resistance to Change	<ul style="list-style-type: none"> • Diagnosis • Main reasons for resistance • Managing resistance in different phases
12:45 – 13:45 Lunch break		
Module 2 13:45 – 15:15	Change Management: Vision and Strategies	<ul style="list-style-type: none"> • Vision and vision statement: purpose and criteria • An overview of key strategies, how to identify them and when to apply them: <ul style="list-style-type: none"> ○ Expert strategy ○ Learning strategy ○ Power strategy ○ Reward strategy ○ Negotiation strategy
15:15 – 15:30 Coffee break		
Module 3 15:30 – 17:30	The Role of the Consultant in Change Management	<ul style="list-style-type: none"> • Why use a Consultant? • Consultant's Role in Change • Consultant's Starting Point • Facilitation Skills • Communication Skills
	Day 2 wrap up	Recap and consolidation of key points from Day Two