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MANAGING THE PROJECT'S ORGANIZATIONAL CONTEXT

Helping the organization adapt to change

A 2-day, 14 PDU (1.4 CEU) instructor-led program

Individual projects influence, and are influenced by, their organizational context. This program provides you with tools to manage these organizational “side effects” of project activities – tools for managing the subtleties of organizational change. The program’s team workshop will give you hands-on experience planning a change effort in a real organization. The tools and techniques of this program will significantly enhance your ability to be effective when dealing with organizational issues that have an impact on your project.

Upon completion, you will be able to:

- Define key terms related to organizational change
- Describe tools and methods used in managing change
- Identify change-related roles and responsibilities
- Develop basic change-management plans
- Analyze the team fit in the organization
- Demonstrate awareness of the organization’s vision and mission
- Create strategies to deal with resistance
- Build strategies to nurture commitment

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Who will benefit?

- Executives concerned with organizational change issues
- Project managers of projects that will foment organizational change
- Senior technical leads who must participate in the technical aspects of an organizational change
- Team members who wish to be more effective in their change efforts
- Anyone interested in advancing informal change efforts within the organization

AGENDA

Day 1

- What are the core concepts of change?
- What actions are critical *before* the change?
- How does a “data digest” meeting devour a whole book?
- Which of the first eight tools work on your project?
- What is your preferred communication style?
- How can you use style to better communicate change?
- What actions are critical *during* the change?

Day 2

During the change (continued)

- What are the telltale signs of resistance to change?
- How do you deal with resistance?
- What is key to nurturing commitment?
- How can you use project skills to execute a change plan?
- What actions are critical *after* the change?
- What must you do to secure the new order?