

Change Management Project Support

Prosci's Change Management Project Support provides a combination of onsite coaching, virtual support and access to advanced tools to drive results by accelerating change adoption and building organizational change capability.



Who Is This Advisory Service For?

Change Management Project Support is designed for change sponsors and practitioners wanting guidance on the practical application of Prosci's methods and tools. This service meets clients where they are and aligns with their specific needs to accelerate results on:

- Must-win projects
- Large, complex changes
- High-risk initiatives

Outcomes

Change Management Project Support facilitates the successful application of change management to one or multiple projects. An expert advisor works alongside your sponsor, change management practitioner and project team to demonstrate the value of change management with an eye toward competency building for future change initiatives.

Working together with you and your team, we will:

- Define project success
- Establish measures for progress
- Assess project health
- Apply Prosci methods and tools
- Align your project activities with best practices
- Evaluate and sustain project results

Tools Included

This service provides access to an advanced suite of tools with guidance from your expert advisor:

- **CMROI Calculator:** To calculate the people-dependent portion of project results
- **Change Scorecard:** To define and track success
- **PCT Analyzer:** To assess and manage project health
- **Best Practices Audit:** To align projects with change management best practices
- **ADKAR Dashboard:** To track and guide individual transitions through change

Agenda

Facilitated Kickoff Workshop

Change Management Project Support begins with an onsite workshop with your sponsor, practitioner and key project resources. During the workshop, the team will create:

- Shared definition of success
- Change management ROI calculation
- Impacted groups analysis
- Baseline project measurement and metrics
- Project and change management integration
- Outlined change strategy and plan

Tailored Project Coaching

A Prosci advisor will partner with your sponsor and change practitioner to implement the change management plan and provide regular support on an ongoing basis. This includes facilitating in-person and virtual coaching to:

- Equip, enable and support knowledge transfer and ability building
- Maintain sponsor engagement for success
- Communicate early successes to foster awareness and desire
- Foster accountability for delivering on expected outcomes

Regular Performance Reviews

Regular biweekly reviews are included throughout the engagement. At the completion of the project, your Prosci advisor will also meet with the team for a final onsite session to complete final assessments, document lessons learned, and discuss integration of the approach with other change initiatives.