

# Change Management Employee Orientation

The Change Management Employee Orientation program gives employees the ability to process changes that are impacting them. This one-day program equips front-line employees with the framework and skills to lead themselves through change and transform their organization from a culture of resistance to a culture of resilience. This program is available in both in-person and virtual instructor-led formats.

**Prosci**  
PEOPLE. CHANGE. RESULTS.™

## Who Is This Course For?

This program is for employees who are being impacted by change. It is most effective when employees impacted by the same changes can attend the program together.

## Learning Objectives

During the Change Management Employee Orientation program, participants will:

- Evaluate a current change in their jobs to understand and internalize learning
- Learn how to use the Prosci ADKAR® Model to identify their points of resistance
- Discover how to communicate about a change in a way that is productive and proactive
- Create proactive strategies for overcoming their own resistance
- Become confident and empowered in the change process rather than victimized by it

## Agenda

### Morning

- Change is a process
- Organizational change history and values
- Resistance and emotional reactions to change

### Afternoon

- Emotional reaction to change
- Senders and receivers
- Prosci ADKAR Model
- Developing your own action plans

## Course Materials

- Program workbook
- *Employee's Survival Guide to Change or ADKAR: A Model for Change\**
- *Employee's Survival Guide to Change eBook\*\**
- ADKAR Audiobook\*\*

\*Included in in-person program only; \*\*Included in virtual program only