



Train-the-Trainer Program



The Prosci Train-the-Trainer Program helps you establish a world-class change management training program within your organization by enabling you to deliver Prosci's engaging role-based training programs internally. By becoming a trainer, you improve the overall change-readiness of your organization while reducing the long-term costs of change management training.

Train-the-Trainer Program Level 1 focuses on core role-based training programs for key support roles and teams within your organization. Level 2 enables you to expand your reach and teach the Change Management Practitioner Program and Change Management Sponsor Briefing. The Level 1 and Level 2 programs are available in both in-person and virtual instructor-led formats.



Who should attend

This program is exclusively for Prosci Certified Change Practitioners who are ready to start deploying change management training throughout their organizations. This program is not, however, designed for consultants wanting to deliver Prosci change management programs internally or at client organizations.

Program highlights

The Train-the-Trainer Program prepares you for your role as an internal change management trainer and develops your organization's change management function:

- Elevates your organization's change management mindset, skillset and toolset
- Prepares you to equip key individuals across your organization to play their unique roles in helping projects succeed
- Provides the resources needed to effectively deliver engaging, unforgettable learning experiences in your organization
- Enables you to teach both in-person and virtual instructor-led program variations, plus deliver training programs to align with your organization's culture and needs
- Provides facilitator guides and ongoing access to Prosci Instructor Hub

Learning objectives

During the Train-the-Trainer Level 1 and Level 2 Programs, you will:

- Learn the purpose, objectives, intended audience and structure of Prosci's role-based programs
- Recall key concepts and definitions in core content
- Prepare and deliver specific modules from Prosci's role-based programs
- Receive feedback and recommendations for improving delivery
- Understand key content and resources needed to facilitate role-based programs
- Make the connection between developing key roles and building organizational change capability and agility

Train-the-Trainer Program Level 1

This two-day program prepares practitioners to internally teach role-based programs for front-line employees, people managers, and project managers and teams. At least some facilitation knowledge or experience is highly recommended. **Prerequisite:** Prosci Change Management Certification within the last three years.

Programs you will learn to teach

Leading Your Team Through Change

A one-day program that builds change competency in managers by defining their role in change and providing practical frameworks for effectively leading their employees through change.

Taking Charge of Change

A one-day program that provides participants with an understanding of the fundamental concepts and organizational benefits of effective change management.

Delivering Project Results Workshop

A one-day workshop for your project leaders that explores the importance of change management in meeting project objectives and the opportunity for more effective integration and partnership.

Change Management Employee Orientation

A one-day program that focuses on the Prosci ADKAR® Model and empowers front-line employees with the framework and skills to lead themselves through change.

Train-the-Trainer Program Level 2

This two-day program extends the learning from Level 1, preparing practitioners to internally teach role-based programs for change managers and sponsors. **Prerequisites:** Prosci Change Management Certification and Train-the-Trainer Program Level 1

Programs you will learn to teach

Change Management Practitioner Program

A three-day program where participants learn how to apply Prosci's holistic change management methodology and tools, including the Prosci ADKAR Model, to a real project.

Change Management Sponsor Briefing

A one-day program for executives that focuses on the critical connection between sponsorship, change management and business results.

Agenda

Day 1

- Navigate Prosci resources for training delivery:
 - Program facilitation tips, tricks and traps
 - Instructor Hub, Knowledge Hub, slide decks, facilitation guidelines and program timelines
- Review and observe core content module:
 - Taking Charge of Change

Day 2

- Navigate Prosci resources for training delivery:
 - Material ordering and starter kit
- Review and observe core content modules and role-based programs:
 - Leading Your Team Through Change
 - Change Management Employee Orientation
 - Delivering Project Results Workshop
- Prepare and deliver one core content module

Agenda

Day 1

- Training portfolio and strategy
- Change Management Practitioner Program:
 - Program design, and facilitation tips, tricks and traps
 - Program walk-through and teach-back

Day 2

- Change Management Sponsor Briefing:
 - Importance of audience and influence on training strategy
 - Program design, and facilitation tips, tricks and traps
- Creating a training strategy for your organization

Program materials

Level 1 and Level 2 Program materials

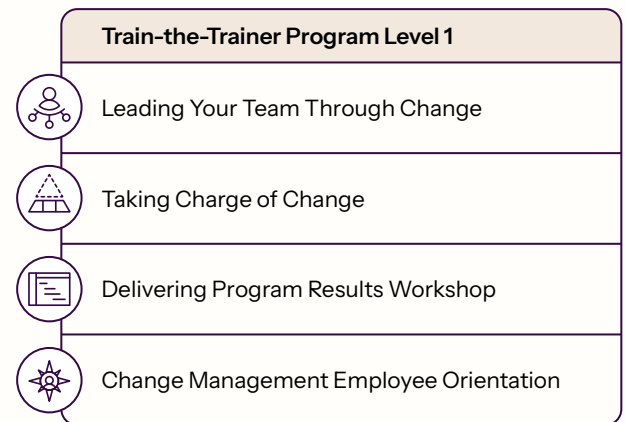
The Train-the-Trainer Program includes access to digital content, resources and tools. You'll have access to detailed program facilitator guides, facilitator tips and tricks, slide decks, specialized webinars, the latest research, and more. Here's what you get:

- Research Hub – *Best Practices in Change Management* – 12th Edition, Applications in ADKAR
- Knowledge Hub – for relevant Level 1 or Level 2 programs
- Instructor Hub – for relevant Level 1 or Level 2 programs
- Proxima – Level 2 only

Internal delivery requirements and purchasing materials

To complete each Train-the-Trainer Program, participants must facilitate their first Prosci program at their organization within 90 days.

To deliver a role-based program, the Train-the-Trainer graduate must purchase the associated training materials. If interested in purchasing an ECM License to cover all Prosci training materials, please contact us for pricing.



Teach programs and earn rewards in Prosci's Train-the-Trainer Rewards Program.

The change management facilitator journey

