AGILE

Change Management

APMG International

APMG Agile and Change Management certifications:
which course/qualification is right for me?

Introduction

APMG offers a number of training course and certification options for individuals involved in Agile projects and change initiatives.

This presentation provides an overview of each course and the corresponding target audience for each.

We've also included personas (slides 7-9) to highlight the most suitable courses/certifications for particular roles.

Finally, we've included a supporting Q&A (slides 10-12).

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AgilePM®

Who is it for?

The primary target audience for AgilePM training and certification is Project Managers (and similar roles) requiring a framework for planning and managing (Agile) projects.

What does it provide?

Training and certification equips individuals with the knowledge and skills to understand and effectively apply the AgilePM framework to projects and other change initiatives.

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Who is it for?

The primary target audience for Change Management training and certification is Change Managers (and similar roles) responsible for planning and implementing change within their team / department / organization.

What does it provide?

Training and certification equips participants with the theory, tools and techniques to contribute effectively to planning, implementing and sustaining change.

Who is it for?

The course and certification will benefit anyone involved in planning, managing and creating change at work within an agile environment.

What does it provide?

Participants will learn about agile ways of working and how an agile approach impacts their role and interaction with those driving and leading change. The course also equips participants with pioneering tools to ensure change initiatives are embedded, adopted and deliver benefits throughout their organizations.

Less focused on the theories of change, it is a very hands-on course full of opportunities to "see, do, learn", packed with exercises and practical tools, tips and advice.

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**Certified Local Change Agent**

Who is it for?

People wishing to understand how to adapt to organizational change who might not be pursuing a specialist change manager role, including team leaders, supervisors and project/change support roles. Ideal for those providing support to wider projects and change initiatives.

What does it provide?

Focuses on the wider impacts of organizational change and how to help people adapt and embrace changes to working practices or the operating environment.

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Which course and certification is right for me?
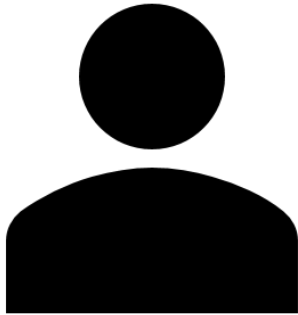
**Change Manager
(or similar)**

Responsible for leading
and/or implementing change

Primary:

Secondary:

Which course and certification is right for me?

(Agile) Project Manager (or similar)

Responsible for, or key role in, planning, managing and delivering Agile projects

Primary:

APMG International™ AgilePM®

Secondary:

APMG International™ Agile Change Agent

Supporting:

APMG International™ Change Management

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Which course and certification is right for me?

**Team members
and other roles**

Impacted by Agile projects
and increasing levels of
change

Primary:

APMG International™ Agile Change Agent

Secondary:

APMG International™ Certified Local Change Agent

Supporting:

APMG International™ AgilePM®

APMG International™ Change Management

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Frequently asked questions

What's unique about this course compared to existing Agile/Change guidance and courses?

This course provides a simple approach that is open to all. There is no need to study and memorise lots of roles, theories, models, document names etc to be able to take part in the training.

The whole ethos of the course is self-discovery, with people using the simple concepts to relate back to the challenges they face at work. The trainer facilitates conversations throughout the course about how the attendee would tailor the material to fit their own circumstances.

This is not a methodological course; it is designed for attendees to gain insight into how they can tailor and apply what they are learning to their situation.

How does this course & certification compare to the APMG Change Management program?

This course fills the gaps that are not covered by the APMG Change Management program. It includes a simple, repeatable lifecycle model which acts as the structure of any change plan, and it provides questionnaires and checklists to help create the culture for effective change. The APMG Change Management program identifies how important these factors are, and how they contribute to successful change. This course provides ideas for how to achieve them.

How does this course & certification compare to AgilePM training & certification?

This course fills the gaps not covered by the AgilePM certification, which provides details on how to structure the delivery and implementation throughout the life of a change initiative. The AgilePM course identifies in detail the information needed to manage the initiative and it sets out the specific responsibilities of those involved. This course builds upon this with a simpler, easier to follow lifecycle that is more suitable for non-Agile specialists. The principles of AgilePM emphasize the importance of establishing the business value of the initiative, this course provides details on how to achieve it.

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Frequently asked questions

How does this course & certification compare to the APMG Certified Local Change Agent course & certification?

The Change Agent course covers different techniques and ideas, suitable for those who are galvanizing the involvement of their colleagues in creating new ways of working. It does not provide any information on the lifecycle of a change initiative, how to achieve the culture or how to examine how you work and the impact this might have on those you need to build relationships with.

I am already AgilePM certified. How will this course/certification benefit me?

This course provides lots of practical guidance on how to carry out what you learnt was important in your AgilePM course. For example, the principle of Focus on the Business Need makes the case for defining the business value to be created by the Agile project, but the course does not cover how to achieve this. Similarly, the course explains the importance of Deployment but does not give any details about how to achieve this.

I am already certified for the APMG Change Management program. How will this course/certification benefit me?

This course addresses the lifecycle of change, which is not specified in the APMG Change Management program. This is a frequent demand from those attending the existing program. The theories of Kubler-Ross, Bridges and Lewin all point towards a step by step flow through change from initial idea to implementation, but from an emotional perspective. This new course enables those who have to continue their "business as usual" work alongside the implementation.

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Frequently asked questions

I am already certified for both AgilePM and Change Management. How will this course/certification benefit me?

This course will provide you with practical ideas for how to achieve the structure and how to fill in the documents that you have learnt on your previous courses. This course is designed to build skills and ability in how to manage change, and how to deliver change in an iterative and incremental way. This course provides practical ideas for creating the collaboration that both courses define as a critical success factor for implementation of change.

I am not responsible for leading and implementing change, but I am an active team member and/or my role is regularly impacted by change. Which of these courses/certifications should I pursue?

This course is designed precisely for this audience. The assumption is that those involved in change are responsible for its successful implementation within their area of the business, and creating and adopting new ways of working. They are impacted by change projects, but do not manage them, they are the recipients of the changes created.