APMG International | **APMG** International™ **Agile Change Agent**
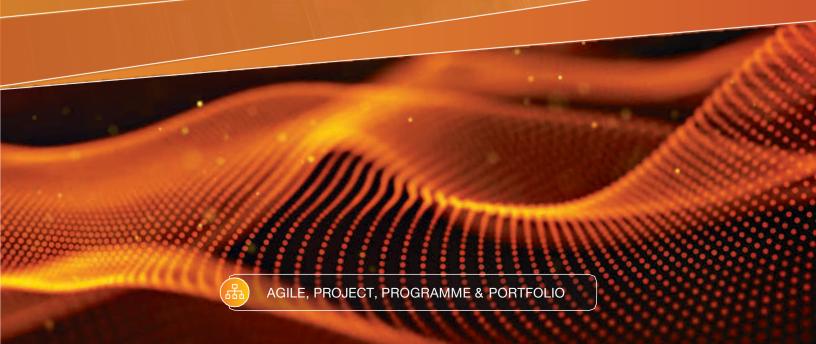
Agile Change Agent Certification

Enabling effective and lasting change
in Agile environments

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BUSINESS CASE

SCOPE

T his course will equip me to plan and lead any type of change initiative, applying Agile techniques to ensure value is delivered as early as possible in the lifecycle of the change, and that value continues to be delivered via an iterative approach.
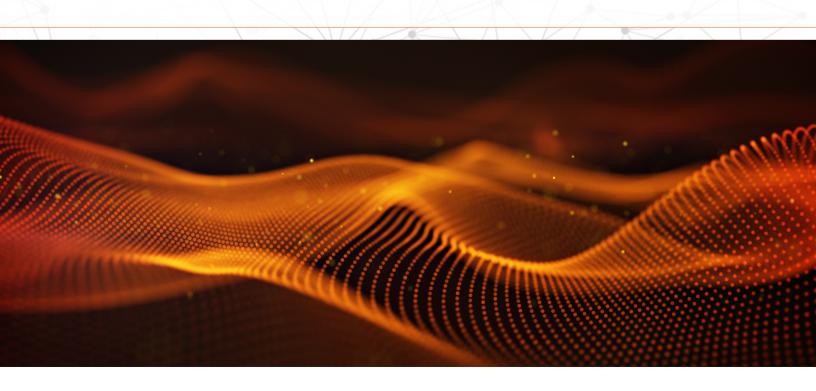
It is a very hands-on course full of opportunities to "see, do, learn", so you will have new knowledge and capability at the end of the course, which will be evidenced by the globally recognised certification as an Agile Change Agent. As part of the course, you will take part in activities, applying simple, impactful techniques that will help you plan your change, and that you can share with your colleagues.

Delegates are provided with a toolkit of techniques and pre-prepared checklists, questionnaires and models that they can tailor to any of the changes they are involved in.

DELIVERABLES

▶ Develop an understanding of Agile concepts and how they can be applied to all types of change.

▶ Make decisions about how to allocate time to a change to maximise the value delivered.

▶ Learn techniques for prioritising activities according to their business value, applicable to all projects and initiatives.

▶ Learn techniques to identify the benefits and disbenefits of a change, to decide the viability of proceeding with the change.

▶ Define the minimum information needed to effectively manage change.

▶ Understand who to involve and how to best engage with them through empathy and trust.

▶ Develop strategies for building resilience and motivation to keep going when things are difficult to achieve.

BENEFITS

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- I can quickly create a plan for any type of change, using the templates provided, knowing what questions to ask to structure the change as an evolving solution.

- This rapidity will reduce the uncertainty for all those impacted by my change and reduce the risk that negative rumours will start that will take time and effort to overcome.

- I feel more confident knowing that I am using good practice developed by highly experienced professionals, proven in the field in many different change initiatives. This confidence will enable me to be more decisive in my actions and save time deliberating which approach to take.

- Knowing that I am using industry recognised good practice will reduce the mistakes I make, saving time as mistakes will not need to be created.

- My organisation will not have to pay for me to uniquely develop materials that already exist and are provided as part of the course.

- I know the key information to communicate to those impacted by the change to explain the lifecycle of the change, and the order in which the solution will evolve.

- I have techniques to ensure that as much of the change as possible is understood up front, using my ability to decompose the end goal into specific achievements, each capable of delivering return on investment.

- I can use a variety of techniques to help identify all the benefits of the potential change – organisational and market/societal benefits.

- I can use the techniques that I have learnt to upskill my team and build greater capability internally for planning and creating new ways of working.

- I know how to analyse a change to find the influential stakeholders and how to explain the change in ways that will create their support and willingness to participate.

- I have studied how I prefer to work, which has given me insights into how others approach change, and this insight into their concerns enables me to design persuasive communications that increase participation in change from the first time of asking.

- Earlier and greater participation will increase the sustainability of my change, generating earlier and greater return on investment and avoiding the risk that staff will roll back to the old ways of working.

THIS COURSE WILL BENEFIT

This Course will Benefit

The course will benefit anyone who has to plan, manage and participate in creating change at work. The course does not assume any prior knowledge of change management or agile approaches so is suitable for all.

The course will support managers and team leaders who need to change ways of working in there area of responsibility, and ensure that all those affected understand the changes and are adopting them as the new norm.

Agile Change Agent

APMG International

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Get Certified

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