

CHANGELT 

Certified Change Management
Professional™ (CCMP™)
Training Program





Course Background

In the ever-changing landscape of modern business, adaptability isn't just an asset - it's a necessity. Organizations, irrespective of their size or industry, are caught in a whirlwind of global trends, technological innovations, and shifting market demands. Survival, let alone success, hinges on the ability to swiftly pivot and redefine one's course. The weight of this responsibility often rests on how adeptly change is managed and implemented.

Enter the realm of change management - a discipline that marries the fluidity of art with the rigor of science. It's about more than just introducing a new system or switching up the organizational chart. At its core, change management is about understanding people, predicting their reactions, and guiding them towards a new way of being.

This course was conceived with a clear vision: to make change, often seen as daunting, into a manageable, even welcome, aspect of business. Drawing upon time-tested methodologies and cutting-edge insights, the curriculum is built to provide participants with a holistic understanding of change. From grasping the psychological nuances of individual responses to overseeing large-scale organizational shifts, this training delves deep.

The ultimate aim is to mold professionals who don't just react to change but anticipate and shape it. By the end of the course, participants won't just understand change - they'll embody it. They will be champions of transformation, fostering environments where adaptability thrives and resilience is second nature. In doing so, they ensure that their organizations don't just weather the storm of modern business challenges, but harness them, turning potential threats into opportunities for growth.

Course Description

Delve into the art and science of change management with the **Certified Change Management Professional™ (CCMP™) Training Program**. Through our course, master advanced techniques aligned with the **ACMP's Standard for Change Management© ("Standard©")**. Our training offers a synergistic blend of theoretical insights and practical experience, allowing you to apply learned concepts directly to your real-world projects. By the culmination of our program, you'll receive the **CHANGE LT Certification**, simultaneously fulfilling the 21-hour training mandate for your CCMP application and certification. Step confidently into a world of continuous transformation!

Course Modules

Each module has been meticulously designed to offer a comprehensive understanding of its topic, ensuring participants are well-equipped to handle real-world change management scenarios.

1. **Individual and Group Change:** Delve into the psychology of change at the individual level, understanding resistance, and promoting adaptability. Learn how to harness the collective strength of teams during transitions, fostering collaboration and unity.
2. **Leadership Skills for Change Leaders:** Step up as a change leader by mastering essential leadership competencies. Learn to engage, inspire, and guide teams through change, ensuring alignment and commitment at all levels.
3. **Organizations and Their Changing Environments:** Explore the factors driving change within and outside organizations. Understand how to adapt and align organizational strategies to shifting market demands, technological innovations, and global trends.



4. **Evaluating Change Impact and Organizational Readiness:** Master tools and methodologies for assessing the potential impact of proposed changes. Gauge organizational readiness, pinpointing potential challenges and areas of resistance.
5. **Formulating Change Management Strategy:** Craft tailored change strategies that resonate with organizational goals and culture. Emphasize communication, stakeholder engagement, and alignment to ensure successful strategy execution.
6. **Tools and Techniques for Planning Change:** Dive into a practical toolkit for planning and orchestrating change. Learn to design actionable roadmaps, set key performance indicators, and measure success metrics.
7. **Implementing Change and Reviewing Progress:** Translate plans into action. Monitor the progress of change initiatives, adjusting strategies based on feedback and changing circumstances, ensuring successful outcomes.
8. **Completing Change Management Effort and Sustaining Change:** Learn to embed change into the organizational fabric for long-term success. Understand strategies for preventing regression, celebrating achievements, and reinforcing a culture of continuous improvement.
9. **Preparing for the CCMP™ Examination:** Gear up for the CCMP™ certification journey. Understand the exam's structure, key focus areas, and effective study techniques. Engage in practice sessions and boost your confidence for the final test.

Learning Objectives

Upon completing this course, participants will be able to:

Understand and Articulate Change Dynamics:

1. Grasp the fundamental theories and principles that underpin the art and science of change management.
2. Identify the psychological and sociological factors that influence individual and group responses to change.

Navigate Organizational Change:

1. Recognize various types and scales of organizational change, from incremental adjustments to transformative shifts.
2. Understand the significance of organizational culture and structure in change management scenarios.

Utilize ACMP's Standard for Change Management©:

1. Interpret and apply the guidelines and best practices outlined in the "Standard©" to real-world scenarios.
2. Differentiate between the different stages of change, and implement the appropriate strategies for each.

Develop Effective Change Management Strategies:

1. Formulate and execute change management strategies that align with organizational objectives.
2. Engage with and align various stakeholders, ensuring their commitment and minimizing resistance.

Use Tools and Techniques Effectively:

1. Use various change management tools and techniques to assess, plan, and implement change.
2. Monitor and review the progress of change initiatives, making adjustments as needed.

Promote Organizational Resilience:

1. Cultivate a culture of adaptability, ensuring that the organization can swiftly respond to future challenges and opportunities.
2. Design interventions that embed change sustainably, preventing regression and ensuring long-term success.



Apply Learning Practically:

1. Demonstrate the ability to apply theoretical knowledge to real-life projects, ensuring the effective management of change.
2. Evaluate the outcomes of applied change strategies and refine them based on feedback and results.

Enhance Leadership Skills:

1. Develop leadership competencies specific to change management, including communication, stakeholder engagement, and team motivation.
2. Foster an environment where team members feel supported and empowered during transitional periods.

Reflect and Continuously Improve:

1. Assess the outcomes of change initiatives for lessons learned.
2. Incorporate feedback into future change management efforts for continuous improvement.

Prepare for the CCMP™ Certification:

1. Understand the structure and content of the CCMP™ examination.
2. Build confidence through practice tests and exam preparation activities.

Participants will leave the course equipped with the knowledge, skills, and confidence to spearhead successful change management initiatives, rooted in the best practices outlined by **ACMP's Standard©**.

Instructional Methods

Certified Change Management Professional™ (CCMP™) Training Program is underpinned by an instructional approach designed to facilitate not just learning but deep comprehension and hands-on application of change management principles and the ACMP's Standard©. The core instructional methods that anchor our program are:

Interactive Lectures: More than just a presentation, our lectures are designed to be interactive and engaging. Participants are encouraged to ask questions, engage in mini-debates, and relate the content to their own experiences, ensuring a dynamic learning atmosphere.

Group Discussions: These sessions are central to collaborative learning. Participants engage in facilitated discussions, sharing their perspectives and experiences. This method not only enhances understanding but also exposes learners to a variety of approaches and solutions to common change management challenges.

Case Studies: Real-life scenarios are invaluable learning tools. We dissect notable cases from the world of change management, allowing participants to explore successes, identify challenges, and draw actionable insights that can be applied in their own professional settings.

Hands-on Experience: Theory is only as good as its application. Through workshops, simulations, and role-playing exercises, participants get a tangible feel of change management tools and techniques, practicing in a safe and controlled environment.

Application on Real-life Projects: One of the hallmarks of our program is its emphasis on real-world application. Participants are encouraged to bring in their own projects, applying learned concepts and strategies, and receiving guidance and feedback in real-time.

Peer Feedback: Constructive feedback is pivotal for growth. Participants present their strategies, solutions, and project progress to peers, fostering a culture of collaborative learning and mutual growth through shared insights.



CCMP™ Exam Simulation: To prepare participants for the **CCMP™** certification, we offer exam simulations that mirror the actual examination's format. These mock tests build familiarity and confidence, allowing participants to identify and focus on areas that need reinforcement.

Interactive Module Assessments and Quizzes: At the end of each module, interactive assessments gauge participants' grasp of the content. These quizzes are designed to be engaging, using multimedia and scenario-based questions to test both knowledge and its application.

Feedback Loops: Integral to our program are regular feedback loops. Participants provide input about the course's pace, content, and methods. This continuous feedback mechanism ensures the training remains aligned with participants' needs, and adjustments can be made in real-time for optimized learning outcomes.

Our harmonious blend of these instructional methods ensures an enriched learning journey. Participants are not mere observers but active collaborators in their educational experience, preparing them to adeptly tackle real-world change management challenges.

Course Completion

Upon completing the **Certified Change Management Professional™ (CCMP™) Training Program**, participants will be awarded a certificate signifying their expertise in the covered content. This accomplishment not only represents their dedication and skill in change management but also fulfills the 21-hour training prerequisite for the **CCMP™** certification. Participants will emerge poised to apply their knowledge in real-world contexts, advancing their professional journey in the realm of change management.

Program Length

The **Certified Change Management Professional™ (CCMP™) Training Program** is an intensive three-day course, totaling 21 dedicated learning hours. Each day is structured to offer 7 hours of immersive instruction, with additional break times incorporated to ensure participants remain refreshed and engaged. This compact yet comprehensive format is designed to provide professionals with a deep dive into change management principles and practices within a concise timeframe, optimizing the balance between thorough learning and time efficiency. The rigor and pace of the course ensure that participants derive maximum value, all within a span of three days.

Materials Included

Every participant in the **Certified Change Management Professional™ (CCMP™) Training Program** is provided with a robust set of materials designed to enhance their learning experience and ensure practical application post-course. This includes a printed copy of the **ACMP's Standard®**, which serves as the foundational text for the curriculum. Alongside this, a detailed course workbook is provided to guide participants through each module, allowing for note-taking and personal reflections. Furthermore, attendees gain exclusive access to our digital resource library, a comprehensive repository that houses a selection of case studies, pivotal research articles, and relevant insights. To aid in examination preparation, a **CCMP™** exam simulation kit is also included. Lastly, to ensure that the learning is not just theoretical but actionable, we provide a curated package of change management tools and templates, specifically designed for seamless integration and application in real-world scenarios. These resources collectively ensure that participants are not just theoretically equipped but also practically ready to implement their knowledge.



Language Options for the Course

The **Certified Change Management Professional™ (CCMP™) Training Program** is offered with flexibility in language to cater to our diverse audience. We organize sessions exclusively in English and Lithuanian, ensuring participants can choose the language they are most comfortable with. These sessions are held on separate days, allowing for tailored content delivery and discussion in each language. Whether you prefer the global reach of English or the regional nuances of Lithuanian, our course provides a comprehensive learning experience in both linguistic environments. Participants are encouraged to select their preferred language option during registration to secure their spot in the corresponding session.

Instructor Profile: Dr. Gediminas Baublys



Dr. Gediminas Baublys holds a doctorate in management and is recognized for his dual role as an academic and a practitioner in the field of change management.

He serves as an **assistant professor at Vilnius University**, imparting insights on change management, and has had the privilege of being a visiting lecturer at other prominent institutions. As a scholar, he centers his research on organizational change, regularly contributing to scientific publications and presenting his findings at international academic conferences.

His professional journey includes a notable position as the **Head of Strategic Change PMO at The Office of the Government of the Republic of Lithuania**. Additionally, his experience extends to senior roles in global IT and telecommunications sectors, focusing on business transformation and strategy implementation.

Dr. Gediminas Baublys is among the **first 500** recipients of the **Certified Change Management Professional (CCMP™)** certification globally and is also a certified Project Management Professional (PMP). His affiliations include active memberships with the Association of Change Management Professionals, the Lithuanian Project Management Association, and The Change Management Institute. Notably, Gediminas also leads the emerging chapter of the Association of Change Management Professionals in the Baltic countries, showcasing his dedication to furthering the discipline within the region.

Currently, as the **CEO** of the management consulting company **CHANGE LT**, Dr. Gediminas Baublys directs a nexus that links management professionals with organizations aiming for strategic transformations. With a firm commitment to delivering change management expertise, services, and training, **CHANGE LT** effortlessly becomes an integral part of its clients' teams. Armed with proven tools, adept capabilities, and strategic approaches, whether it's a sweeping organizational shift or a specific transactional change project, **CHANGE LT** stands ready to efficiently orchestrate and implement change.

Hence, with his vast experience and knowledge, Dr. Gediminas Baublys brings both depth and practicality to the course and promises participants a holistic and enriching learning journey.

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Training Provider

CHANGELT

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For inquiries regarding the **Certified Change Management Professional™ (CCMP™) Training Program** or any other services and events by CHANGE LT, please reach out to us using the above contact details. Our dedicated team is always ready to assist and ensure you receive all the information you need.

