LEADERSHIP & CHANGE

OCM Alignment For The Leadership Team

Summary

"Change is inevitable. Upheaval doesn't have to be."

Prepare your organization for change at the human level, implementing trusted methodologies in the context of your organization's unique operation, culture, and environment.

Attendees

Executive Leadership Team, Directors, Managers, or Administrative Governance Team responsible for managing change for your security, infrastructure, & technology implementations in your organization.

Outcomes

- Value Chain Alignment as the backbone for OCM Strategy
- OCM/PM Charter and Center of Excellence (CoE)
- Understanding of Human Centered Design
- Organizational commitment and governance model
- OCM Maturity Roadmap
- OCM Best Practices
- Change Strategy

Leadership Sessions

6-Session Workshop training system streamlining the process of leading & implementing organizational change.

Empower your leadership to develop a common understanding of OCM, develop a governance model for all technical projects, and create a charter for the OCM and PM practices to work consistently across all projects. This alignment will provide operational consistency and enable your company to thrive through the constantly-shifting landscape at the intersection of Business, Technology, and People.
There are 6 complete sessions as outlined below and on the following page.

What Is Change Management?

Define the basics of how change will be managed for your organization

- We introduce you to methodologies, strategies, tactics and principles.
- Work with you to create a unified understanding of OCM for the senior leadership team.
- Help you to clarify the differences between OCM framework and action.

OCM/PM Alignment

Build a charter for how your PM processes will align with OCM

- Roles and responsibilities, collaborative change support.
- OCM/PM Charter developed for collaboration between competencies.

Human Centered Design

Introduction to HCD and how it improves project design efforts and increases adoption for all stakeholders

- Increase your confidence in supporting various methods for Human Centered Design tactics and techniques.

Business

- Creates a common understanding of business change at the leadership level
- Builds a governance model that creates consistency of change activities.
- Develops the competency for leading change through to the management levels.

Technology

- Increases the utilization of technology implemented
- Increases adoption rates
- Provides consistent project roll-out activities for managing change
- Breaks down barriers between technical streams
- Improves design accuracy in mapping how the technology is used.

People

- Creates value chain alignment among the executive.
- Includes stakeholders in the change process
- Demonstrates how awareness in the change journey leads to adoption

Establishing Organizational Commitment

Navigate change through an understanding of the change continuum by recognizing, addressing and dealing with change response.

- Create a culture of support for stakeholders being asked to change.
- Develop a commitment to increasing change maturity at the senior leadership level.
- Define the type of governance model needed for your organization.

OCM Maturity and Complexity Model

Resourcing projects appropriately to address change

- Know where your group falls on the Change Maturity Scale.
- Develop the complexity model for defining change management resourcing.
- Develop an organizational roadmap for increasing organizational change maturity for the entire organization.
- Involve middle management levels in contributing to and supporting the OCM roadmap.

OCM/PM Best Practices

Equip PMs and OCM leaders with best practices specific to your organization

- Accelerate the adoption of OCM as a competency.
- Develop a Center of Excellence (CoE) that works with your PMO.
- Identify the common tools required to reach success measures for your projects.

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Commit to all 6 workshops or select the workshop best suited for your team

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