AGILE CHANGE MANAGEMENT



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Introduction

Agile Change Management examines how organizations introduce change iteratively rather than through one heavy launch. This Training Course covers change assessment, stakeholder engagement, iterative rollout, and adoption measurement. Participants study Kotter's eight-step model, the ADKAR model, Prosci methodology, the Change Curve, stakeholder mapping, and agile delivery practices such as Kanban and retrospectives. Furthermore, the programme connects planning to adoption through change labs, pilot design workshops, and adoption tracking simulations. As a result, delegates leave able to deliver change in small, tested increments that people actually accept.

Agile Change Management Course Objectives

- Define agile change management and how it differs from linear change.
- Assess change impact, readiness, and organizational capacity.
- Apply Kotter's model and the ADKAR framework.
- Map stakeholders and design targeted engagement plans.
- Build change agents, champions, and sponsor coalitions.
- Plan iterative rollouts with pilots and feedback loops.
- Design communication that fits different audiences.
- Measure adoption with behaviour-based indicators.
- Handle resistance, fatigue, and change saturation.
- Embed change capability as a lasting organizational skill.

Course Methodology

- Interactive workshops using real change programme files.
- Change impact and readiness assessment labs.
- Stakeholder mapping and engagement design exercises.

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- Iterative rollout and pilot planning workshops.
- Adoption tracking and resistance handling simulations.
- Action planning that converts each session into a workplace commitment.

Who Should Take This Course

- Change managers and transformation leads.
- HR business partners and organizational development staff.
- Project and programme managers.
- Agile coaches and Scrum Masters.
- Communications and engagement officers.
- Line managers sponsoring change.
- Consultants supporting change programmes.

Agile Change Management Course Outlines

Day 1: Foundations of Agile Change Management

- Defining change management and its agile form.
- Why linear change programmes fail: evidence and patterns.
- Kotter's eight-step change model.
- The ADKAR model and Prosci methodology.
- The Change Curve and emotional response stages.
- Ethics, transparency, and trust in change work.
- Building the change framework and plan.

Day 2: Assessment and Readiness

- Change impact assessment techniques.
- Stakeholder mapping and influence analysis.
- Readiness assessment and capacity checks.
- Change saturation and portfolio congestion analysis.
- Culture assessment and behaviour review.
- Risk identification for change programmes.
- Documenting findings and priorities.

Day 3: Engagement and Communication Design

- Sponsor coalition building and active sponsorship.
- Change agent networks and champion models.
- Audience segmentation and message design.
- Communication channels and cadence planning.
- Two-way dialogue and feedback mechanisms.
- Handling rumours, uncertainty, and misinformation.
- Building the engagement and communication plan.

Day 4: Iterative Rollout and Adoption

- Pilot design and phased rollout sequencing.
- Minimum viable change and incremental adoption.
- Kanban boards for change initiatives.
- Training, coaching, and capability building.
- Adoption metrics and behaviour-based indicators.
- Feedback loops and rapid adjustment.
- Iteration simulation with adoption tracking.

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Day 5: Resistance, Sustainment, and Capability

- Diagnosing and addressing resistance.
- Managing change fatigue and saturation.
- Reinforcement mechanisms and accountability.
- Sustaining change beyond the programme.
- Measuring benefits and change effectiveness.
- Building internal change capability and community.
- Personal action plan and continuous improvement.

Conclusion

By successfully completing Agile Change Management, participants will have acquired a practical command of change assessment, stakeholder engagement, iterative rollout, adoption measurement, and sustainment. They will know how to break a large change into tested increments, read resistance for what it signals, and measure adoption through behaviour rather than attendance. In addition, the course prepares delegates to build lasting change capability inside their organization. As a result, they return to work ready to lead change that people accept and keep. Gentex Training Center delivers this Training Course with a practical, standards-based approach.

FAQs for the Agile Change Management course

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Q1 What is the "Agile Change Management" course about?

It is a five-day programme on introducing change iteratively rather than through one heavy launch. It covers change impact and readiness assessment, stakeholder mapping, Kotter and ADKAR methods, engagement and communication design, pilot rollouts, adoption metrics, resistance handling, and sustainment.

Q2 What are the key benefits of the "Agile Change Management" course?

Participants gain the ability to break large change into testable increments, spot resistance early and treat it as information, and measure adoption through behaviour rather than attendance records. They also learn to sustain change after the programme ends, which reduces the common slide back to old ways of working.

Q3 What skills will I gain from the "Agile Change Management" course?

Change assessment with impact analysis, readiness checks, culture review, and change saturation analysis, stakeholder engagement with influence mapping, sponsor coalitions, change agent networks, and audience-specific communication design, iterative rollout with pilot design, phased sequencing, Kanban tracking, and rapid feedback loops, and adoption and sustainment with behaviour-based metrics, resistance diagnosis, reinforcement mechanisms, and change capability building.

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Q4 What tools, methods, or standards are covered in the "Agile Change Management" course?

The course covers change management and agile change definition, linear change failure evidence and patterns, Kotter's eight-step change model, the ADKAR model and Prosci methodology, the Change Curve and emotional response stages, ethics, transparency and trust in change work, change impact assessment techniques, stakeholder mapping and influence analysis, readiness assessment and capacity checking, change saturation and portfolio congestion analysis, culture assessment and behaviour review, change programme risk identification, sponsor coalition building and active sponsorship, change agent networks and champion models, audience segmentation and message design, communication channel and cadence planning, two-way dialogue and feedback mechanisms, rumour, uncertainty and misinformation handling, pilot design and phased rollout sequencing, minimum viable change and incremental adoption, Kanban boards for change initiatives, training, coaching and capability building, adoption metrics and behaviour-based indicator design, feedback loop and rapid adjustment practice, resistance diagnosis and response, change fatigue and saturation management, reinforcement mechanisms and accountability design, change sustainment beyond the programme, benefits and change effectiveness measurement, and internal change capability and community building.

Q5 How is the "Agile Change Management" course applied in real-world practice?

Delegates apply it through change impact assessments, stakeholder maps, influence grids, readiness assessments, saturation analyses, culture reviews, change risk registers, sponsor coalition plans, change agent network designs, audience segment profiles, communication plans, feedback mechanism designs, pilot charters, phased rollout schedules, change Kanban boards, training plans, adoption dashboards, resistance logs, reinforcement plans, sustainment plans, benefits reports, and change capability roadmaps. They also use it to brief sponsors and to run change reviews during live programmes.