



## ACT™ Certified Change Agent

80% of CEOs cite the ability to adapt to change as a source of competitive advantage. Emergent can help you develop your internal change capability in order to build and sustain long-term adaptability. The **Accelerating Change & Transformation (ACT)™ Certified Change Agent** program is a comprehensive, four-part program designed to develop strong organizational change facilitators within your organization. It includes foundational training, a set of organizational change tools, applied learning in the workplace, and coaching from an expert organizational change consultant.



*ACT™ Certified Change Agent Learning Model*

## PROGRAM COMPONENTS

The ACT™ Certified Change Agent program includes the following components:



### Accelerating Change & Transformation (ACT)™ Workshop

This Human Resources Certification Institute (HRCI)-accredited one-day workshop will enhance participants' organizational change management skills and better enable them to facilitate the change process. The workshop is delivered in-house at the client site and includes a comprehensive participant binder with activities and templates. After the workshop participants will be able to:

- Articulate the importance of change leadership
- Define what change leadership is...and is not
- Apply the Accelerating Change & Transformation (ACT)™ model
- Integrate change best practices into business initiatives
- Uncover organizational change opportunities





### Change Accelerator ([www.ChangeAccelerator.com](http://www.ChangeAccelerator.com))



At the completion of the workshop, each participant will receive a license to Change Accelerator, our comprehensive web-based toolkit with 60+ downloadable tools and templates, ACT™ model, and best practices for facilitating change within your organization. The Change Accelerator resources can be accessed 24/7 during the license period of six to 12 months.



### Applied learning

Over a two- to three-month period following the workshop, the participant will apply organizational change strategies and best practices from the workshop, using the ACT™ change model and Change Accelerator tools. During this period, the participant will record challenges, strategies, and results in a log. After the applied learning period, the participant will submit the completed log to the Emergent consultant for final review and debrief.



### Personalized coaching

An Emergent change expert will be assigned to each participant. After the workshop, the participant and consultant will schedule a series of coaching sessions, during which the consultant will help the participant tailor the organizational change strategies and best practices to his or her specific business initiative.



### Certificate

Once the participant has demonstrated competency in effectively applying the ACT™ method, he or she will be certified as an ACT™ Change Agent, and will receive a certificate of completion along with 7.5 HR Certification Institute (HRCI) credits.



## PROGRAM STRUCTURE

The program is delivered on-site at your company location. There must be a minimum of five (5) participants per session, and a maximum limit of 15. If you have more than 15 participants we would suggest conducting multiple sessions. A typical timeline is shown below; however the program can be customized to your specific needs.



**Note:** Individuals who previously completed the **Accelerating Change & Transformation (ACT)<sup>TM</sup> Workshop** as a standalone event are eligible to enroll in the certification portion of this program.

## TARGET AUDIENCE

The **ACT<sup>TM</sup> Certified Change Agent** program is for anyone who is required to have strong organizational change skills. If you have one of the following professional titles or are responsible for duties that fall under these categories, then consider this program for you and your organization:

- HR and IT Business Partners
- Project Team Members
- Organizational Development
- Corporate Communications
- Training / Learning & Development
- Organizational Effectiveness

### ROI and Benefits

- ✓ Increased confidence leading change
- ✓ Positive impact on project implementations
- ✓ Improved stakeholder adoption
- ✓ Accelerated skill development
- ✓ Immediate and applied learning



**Leading People. Leading Change.**  
Business Transformation Experts

[www.EmergentConsultants.com](http://www.EmergentConsultants.com)

## ABOUT EMERGENT

Emergent is a boutique consulting firm specializing in strategic change management. Our goal is to help clients reduce the risk and accelerate the changes associated with implementing their business initiatives. Headquartered in Denver and serving clients across North America, Emergent is an independent consulting firm founded by a former consulting executive from Booz & Company and Accenture. Our consultants function as specialized, high-touch advisors to our clients, unencumbered by large overhead cost models or downstream agendas. Clients enjoy working with our seasoned professionals who deliver large firm capabilities in the context of a boutique firm culture. Visit our website to learn more: [www.EmergentConsultants.com](http://www.EmergentConsultants.com).

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