

# CHANGE MGMT FOR ARCHITECTS

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## INTRODUCTION

Success with enterprise architecture (EA) implies that the EA capability needs to be embedded within the organisation. This requires change management within and beyond the EA Practice. An actionable change leadership capability across the entire enterprise architecture team is essential, with each member acting as a change agent delivering business value.

## COURSE DESCRIPTION

Many enterprise architecture (EA) implementations do not reach their full potential due to a failure in managing the “fuzzy” human aspects of organisational transformation. This three-day course addresses the need to assess and prepare an organisation for transformation; the role of the change team; the implementation of awareness, communication, training and individual empowerment programmes; how to identify and address resistance and obstacles to change, and how to embed the transformation in the organisational culture so as to maintain the gains of change. Kotter’s principles for leading change and the psychological aspects of human learning theory and change are incorporated. Practical exercises ensure relevance to the EA environment and provide delegates with an action plan for their own organisations.

## WHO SHOULD ATTEND?

Individuals involved in architecture-related initiatives, including:

- Enterprise architects
- Business architects
- Information architects
- Technology architects
- Application architects
- System integrators
- Business analysts
- Business process modellers
- Programme and project managers
- Other business and technical specialists engaged in the development of enterprise architectures

## PREREQUISITES

None

## COURSE DURATION

3 days

## COURSE CONTENT

Module 1:	What is Change Management?
Module 2:	Prepare for Change
Module 3:	Manage Change
Module 4:	Maintain Change
Module 5:	The Psychology of Change
Module 6:	Leading Change
Module 7:	Concluding Thoughts

## COURSE OUTCOMES

Delegates completing the course will have a clear understanding of how to manage the human side of change in organisational transformation efforts. They will develop the core knowledge and appropriate skills to prepare, manage and maintain Change Management implementations, and will be able to integrate EA and Change Management initiatives into a detailed action plan for organisational change.

## COURSE INSTRUCTOR

The course instructor is a skilled trainer and facilitator, and is a registered psychologist with twenty years of experience.

## PUBLIC COURSES

See our training schedule for public course dates - <http://www.realirm.com/training/scheduled-courses>

In-house courses are available for groups of 5 or more.

## CONTACT US

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