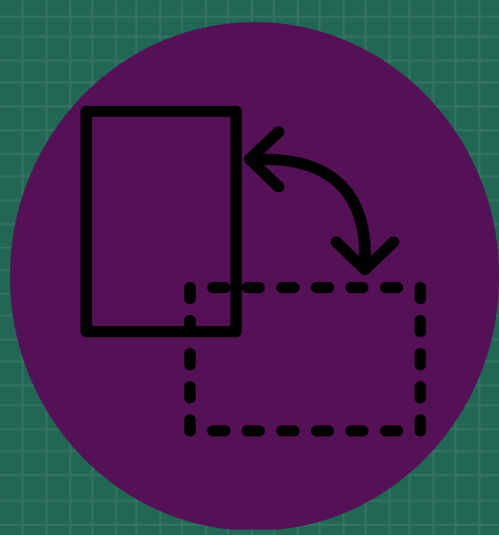
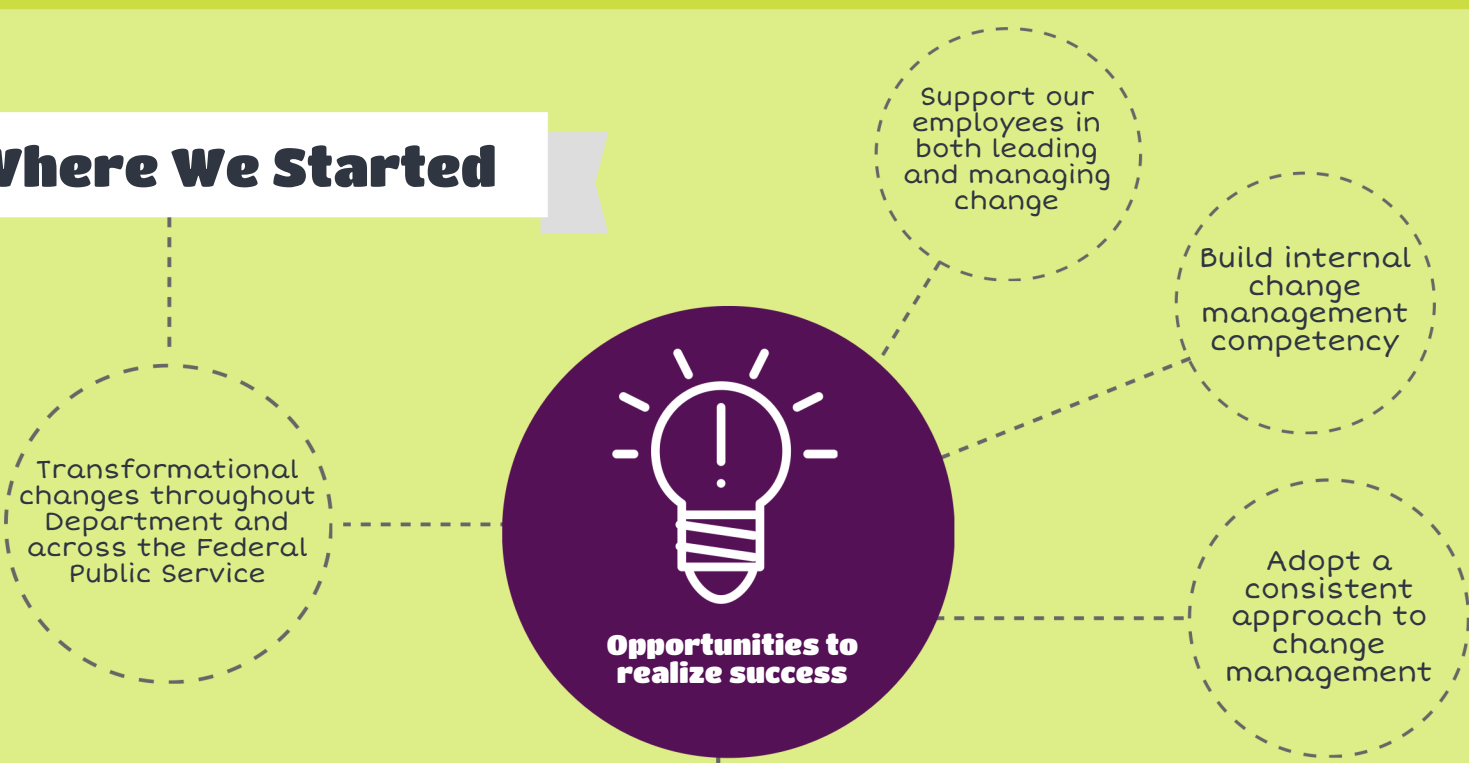


Implementing Change Management @PSPC



We want to ensure change management is done effectively on all transformational projects across the organization by instituting business discipline by which we control and direct our change management efforts.

Where We Started



Departmental Decision

Deputy Minister Strategic Planning Retreat (September 2015) decision:

Take a holistic view of transformation portfolios by applying a structured, systematic change management approach;

Obtain change management certification for those with transformation and change management accountabilities.

What We Did

We identified a best practice change management methodology by engaging industry

AND

Awarded a National Master Standing Offer to a world leader in change management best practice research and provider of change management methods, tools and certification.

The supplier's best practices research spans more than 14 years, involving over 2600 organizations, across 65 countries.



Change Management Certification Training (3 days)



Executive/Senior Management Training (4-6 hours)



Employee Training (1/2 day)



Manager/Supervisor Training (1 day)



Train the Trainer Training (1-3 days)

5

Training streams available

Training is happening from coast to coast to coast:

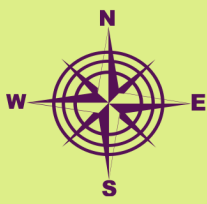
+50 certified change management practitioners

5 certified to "train the trainer"

+45 senior executives change sponsors

+100 middle managers received manager/supervisor training

+45 employees trained



Where We Are Today

Training is happening across the department, and participants are providing us with very positive feedback.



In June, we brought together project managers from across the country working on the Workplace Renewal Initiative (WRI) to participate in the certification training. They spent 3 days in training and a 4th day networking and building their community.

Branches, like Acquisitions Branch, are developing detailed change management strategies to support our major transformation initiatives: <http://bit.ly/2g7ZrVh> (page available on Government of Canada network only)



Where We're Going



Share our successes & promote use of the NMSO across the government to support a whole-of-government, consistent GC approach.



Continue to implement training across the department and develop/implement change management strategies for our transformation initiatives.



Implement successful projects through strong project management and an equally robust change management approach.

Visit Blueprint 2020 in a Box to see how you can use the NMSO in your own organization!

http://www.gcpeia.gc.ca/wiki/Blueprint_2020_in_a_Box (page available on Government of Canada network only)