

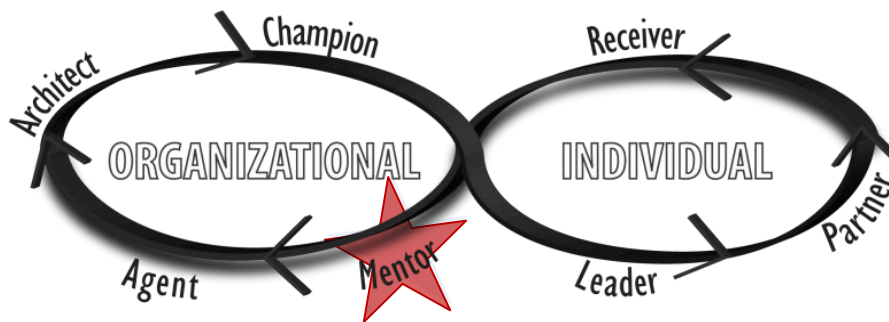
CHANGE MENTOR CERTIFICATION



Provided by the:
IMPLEMENTATION INSTITUTE

OVERVIEW

Change Mentor certification prepares internal practitioners to build change capability by educating, coaching and mentoring change agents and to establish and manage a change network effectively. Intended to broaden and deepen a practitioner's understanding of the principles of change management, the certification process first requires practitioners to become Certified Change Agents. Once this pre-requisite is complete, the Change Mentor Certification process begins with a pre-workshop assessment followed by a three day deep dive into the critical success factors, workshop delivery process and post-workshop coaching and delivery activities. The typical timeframe for completion is 1-3 months depending upon application opportunities.



MENTOR:

The Change Mentor manages change at the program level and builds capability within Change Agents to sustain the change over time. The Change Mentor is responsible for recognizing/ coordinating stakeholder impacts across projects, building change capability by educating/mentoring Change Agents and managing a Change Network.

PROCESS

1. Participants will complete a pre-workshop assessment to establish a baseline for their current level of change fluency and proficiency in a series of change competencies. Additionally, individuals will participate in a webcast reinforcing the critical success factors of Implementation Effectiveness and will be asked to bring a project on which they are currently working to provide greater retention of the information through real world application.
2. Building on the foundation of the 2 day Change Agent workshop, participants will attend a 3 day in-depth workshop intended to prepare them to deliver the Practicing Implementation Effectiveness workshop. Here they will learn the facilitation process and understand the alignment between the participant materials, simulation, application activities, tools and assessments. The workshop will also build the needed facilitation and coaching skills and participants will learn how to select, coach and develop change agents in the context of building a change agent network.
3. Following the workshop, participants will have the opportunity to engage in up to four 30 minute coaching sessions with a member of the Implementation Institute staff. Within these sessions, participants will engage in further discussions designed to deepen their understanding of content and provide feedback and coaching on the application of concepts, building of the change network and the selection, mentoring and development of change agents within their organization.

Pre-Requisite:

Individuals must complete Change Agent Certification prior to Change Mentor Certification

BENEFITS

Certified Change Mentors (CCM) will receive:

- A credential which indicates proficiency in delivering the Implementation Effectiveness workshop and the ability to mentor participants in the program to apply the change principles to drive behavior change and employee adoption
- Up to four 30 minute coaching sessions with a member of the Implementation Institute staff to provide guidance and mentoring them on the application of concepts, selection and development of change agents and building of a change agent network
- Facilitation kit including materials needed to deliver Practicing Implementation Effectiveness workshop: 3 table binders, 3 sets of Save the World puzzles, 3 sets of application posters and a complete facilitator guide including content, debrief questions and technology support
- An individual "Rights to Use" license that includes a soft copy of the tools/assessments in the Implementation Effectiveness toolkit
- Discount pricing on workshops facilitated by Certified Change Mentor and ability to purchase materials at a discounted rate
- Membership in the Implementation Institute's user community to network with other mentors, ask questions and share best practices

