

# Course : Certifying course Supporting change management at an organizational or departmental level

Skills block 4 of the RNCP39595 title

*Practical course - 6d - 42h00 - Ref. ZCU*

NEW

This course represents the fourth block of skills making up the state-approved level 7 (Bac +5) "Human Resources Manager" certification. This training program will provide you with the skills you need to support change within your organization, mobilize teams and encourage buy-in to a transformation dynamic.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Identifying change
- ✓ Building a change plan
- ✓ Communicating with stakeholders
- ✓ Implement corrective actions
- ✓ Capitalize on modifications for future projects
- ✓ Understanding the role and missions of the change manager
- ✓ Diagnosing the scope of change
- ✓ Conduct an impact study to define priorities
- ✓ Communicating and training change agents
- ✓ Giving meaning and managing risk
- ✓ Understanding human representations and behaviors in the face of change
- ✓ Giving meaning to change to overcome team blockages
- ✓ Use facilitating communication techniques
- ✓ Supporting employees through the various stages of change

## Intended audience

Anyone wishing to support change management at an organizational or management level.

## PARTICIPANTS

Anyone wishing to support change management at an organizational or management level.

## PREREQUISITES

Hold a level 6 diploma (Bac +3). If not, you must have a level 5 diploma (BAC+2) and 3 years' experience.

## TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

## ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.

Participants also complete a placement test before and after the course to measure the skills they've developed.

## Prerequisites

Hold a level 6 diploma (Bac +3). If not, you must have a level 5 diploma (BAC+2) and 3 years' experience.

## Certification

Bloc de compétences "Accompagner la conduite du changement à l'échelle d'une organisation ou d'une direction", de la certification professionnelle "Manager en ressources humaines", délivrée par ESGCV. Registered in the répertoire national des certifications professionnelles, under number 35595, by decision of the Director General of France Compétences dated 01/10/2024.

## Course contents

This course consists of the following modules :

### Change management for project managers

Ref. CHH - 1 day  4 / 5

### Successful Change Management: Approach and Tools

Ref. CHA - 2 days  4 / 5

### Certification Supporting change management at an organizational or departmental level

Ref. ZCZ - 1 day

## Course schedule

### 1 Change management for project managers

- Develop the change plan.
- Organize change communication within the project.
- Implement the action plan.
- Managing change.

### 2 Change manager: a cross-functional player in corporate change management

- The need for a genuine change management strategy.
- Diagnose the scope of change.
- Study the impact and define the support approach.
- Communicating and training for change.
- Supporting local management.
- Managing change.

### 3 Change management, approach and tools

- Understanding representations of change.
- Adapting to change.
- Giving meaning to change and getting people on board.
- Communicating to facilitate change.
- Supporting change.

## Dates and locations

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

**REMOTE CLASS**

2026 : 12 Mar., 4 June, 14 Sep., 23 Nov.

**PARIS LA DÉFENSE**

2026 : 4 June, 14 Sep., 23 Nov.