Afrissance

Prosci Change Management Certification Programme

ABOUT US

Our solutions don't come out of a box ready to plug and play. We pride ourselves on identifying your challenges quickly and designing strategies to address them, always keeping top of mind your business's need for minimal disruption.

Company Overview
Afrissance is a leadership, organisational development and enterprise transformation organisation born out of the desire to contribute to, champion, and lead the emergence of successful and influential global brands coming out of Africa. We are a wholly owned Nigerian company with offices in Lagos, Cameroon and London.

Working with our overseas alliance partners, our focus is to contribute, champion and lead the emergence of global brands from Africa by formulating and implementing customer focused strategies through people development, empowerment and growth.

We serve over 20 institutions within our chosen market and across our practice areas which includes Organisational Health, Leadership & Development & Coaching, Project Execution, Learning and Development and Digital Transformation. Our next phase is dedicated to realising the **Afri**can Renai**ssance** and we are continually refining our services, product lines and delivery capability to ensure that this is a realisable vision.

Growing your business means building on your strengths to improve your company's flexibility and capacity for innovation - both in what you offer and how you offer it.

That's where Afrissance comes in.

OUR SERVICES

Organisational Health: *Build the competitive advantage that trumps everything else in business.*

Our work is based on The Advantage. We work relentlessly with leaders and teams to create a sustainable advantage that separates them from competition. How? We focus on building cohesive leadership teams truly aligned to their shared goals. These teams are focused on collective outcomes and operate in environments with minimal politics, destructive culture and other traits that contribute to organizational dysfunction. They have the chance to outperform completion because they have the ultimate competitive advantage.

the source for organizational HEALTH

Leadership Development & Coaching: *Develop the "right fit" leadership for your company.*

Our clients work in an ever-changing world. Changing priorities, changing landscape, human resource and technology needs. Leaders, managers and all staff in organisation need the skills to lead change effectively if positive business impacts are to be achieved. Furthermore, the ability of leaders to inspire and lead change through managers and supervisors whilst keeping staff engaged in spite of volume of change is becoming an increasingly desired competitive advantage.

OUR SERVICES

Change Management: When your organisation undertakes projects or initiatives to improve performance, seize opportunities or address key issues, they often require changes; changes to processes, job roles, organisational structures and types and uses of technology. However, it is actually the employees of your organisation who have to ultimately change how they do their jobs. If these individuals are unsuccessful in their personal transitions, if they don't embrace and learn a new way of working, the initiative will fail. If employees embrace and adopt changes required by the initiative, it will deliver the expected results.

As change management consultants and PROSCI primary affiliates, we are well positioned to leverage and customise solutions to help your organisation thrive in the midst of change.

Project Execution & Leadership: *Projects for profits.*

Work with our team to increase your chances of realising promised benefits through an integrated approach. We believe that a great strategy does not just implement itself. Our strategy implementation framework encompass the best practices so that our experienced consultants are able to bring to bear in ensuring that the aspirations of our clients are realised.

Learning and Development: *Build a competent and ready workplace.*

Our approach to capacity building is truly collaborative and results focused. Our work with our clients in strategy and development and implementation has earned us "trusted advisor" status.

As our clients evolve, we were able to help them address capability gaps in their workforce through our extensive training and coaching curricula delivered in innovative manners to engage and transform the workforce.

Digital Transformation: *Take advantage of the strategic, organisational and innovative opportunities presented by cloud computing.*

We are passionate about helping our clients harness the best that digital technology has to offer to help exploit the business opportunities and to determine what they will do with digital and how best to go about it. We offer industry-leading capabilities in technology change management, solution architecture, enterprise systems and more, to guide our clients towards reaching the next level of business performance and growth. Afrissance has an outstanding team of professionals providing a wide range of professional services to its clients such as project management, change management, consultancy, financial advisory services, business and performance improvement consulting.

OUR CHANGE MANAGEMENT PRACTICE

As a PROSCI primary affiliate, we remain well positioned to leverage and customise this solution to ensure that your organisation achieves its objectives. Rest assured that we possess the depth of expertise and relevant experience required to carry out this assignment successfully.

Prosci® GLOBAL AFFILIATE NETWORK

Our Prosci Change Management Certification Programme gives your team extensive knowledge, skills and tools to drive successful change initiatives. The training is a three-day residential experiential learning programme which is developed to teach the participants to apply a holistic change management methodology and toolset, including the Prosci ADKAR Model, to a real project. The participants will leave with a change management plan that leverages research based best practices to effectively manage change and enhance project results.

Prosci is the world leader in change management best practices and research. Prosci's methodology has become one of the most widely used approaches for managing the people side of change in corporations and government. The number one factor contributing to the success of a major change project is effective management of the people side of change. Build competency in change management by participating in a top-tier training programme which utilises best practices research from more than 2,000 companies worldwide.

70,000 Members of Prosci's change management community on www.change-management.com

20,000 Certified practitioners in Prosci's change management methodology to date

3,400 Participants that have contributed to Prosci's best practices research since 1998

80 Percent of Fortune 100 companies that have purchased Prosci's change management material or attended Prosci's training

65 Countries that have participated in Prosci's change management best practices research

8 Longitudinal studies on change management that Prosci has conducted over the last 16 years

Program Objectives

● Understand how effective change management improves organisational results

● Learn to apply a research-based change management methodology and toolset to changes happening within the organisation

● Understand the fundamentals of change and change management, and how the people side of change is managed

● Articulate the value of change management to peers and leaders

● Learn how to apply the Prosci ADKAR Model to facilitate individual change

● Apply the Prosci 3-Phase Process to a real project, enabling you to:

○ Assess readiness

○ Identify impacted groups

○ Build a holistic strategy for influencing individual transitions

● Walk away with a change management plan and an executive presentation on the business case for change management

● Gain certification in the Prosci change management methodology and access to the Prosci change management methodology and tools.

Expected Outcomes:

●Effective Change management – leading to increased benefits realisation for corporate initiatives.

●Competitive Advantage resulting from a potential deployment of effective change management across the enterprise.

●An agile environment effective at surfing the winds of change faced by every organisation

●Possibly a more engaged workforce.

PROSCI 3-PHASE CHANGE MANAGEMENT PROCESS

A structured process with tools and templates to guide you through implementation of change management on a project

Programme Topics

Concepts of Change

- Theories and Perspectives
- Connecting Change Management to Business Results
- Research Foundation

Change Management Process

- Concepts of Change

Prosci® ADKAR® Model

Prosci® 3-Phase Change Management Process

Preparing for Change

- Define your Change Management
- Prepare your Change Management Team
- Develop your Sponsor Model

Managing Change

- Develop Change Management Plans
- Take Action and Implement Plan

Reinforcing Change

- Collect and Analyse Feedback
- Diagnose Gaps and Manage Resistance
- Implement Corrective Action and Celebrate Successes

Real Project Work

Our Prosci's Change Management Certification Programme gives your team extensive knowledge, skills and tools to drive successful change initiatives. The training is a three-day experiential learning programme which is developed to teach the participants to apply a holistic change management methodology and toolset, including the Prosci ADKAR Model, to a real project. The participants will leave with a change management plan that leverages research based best practices to effectively manage change and enhance project results.

Our Approach & Methodology

Our methodologies and tools to be used on this project include the following:

Our approach and methodology above is based on best practice and seeks to meet your requirements. Below we have set out the objectives at each level of intervention.

A. Needs Assessment

For an exercise such as this, it is important to conduct a training needs assessment. This is critical as it will us:

1. To determine what level of training is needed
2. To determine content and scope of training
3. To determine desired training outcomes
4. To provide a basis of measurement
5. To gain management support.

During the Needs assessment phase we will be doing the following:

1. Identifying problem areas
2. Determining design of needs analysis
3. Collecting data
4. Analysing data
5. Providing feedback.

B. Training Plan Customisation

In developing the Training Plan we will be seeking to achieve the following:

• Identify the goals of the training programme, which will be developed as a result of the assessment
• Create a Schedule of programmes
• Develop a Tracking and Feedback mechanism for the training deployment.

C. Evaluate Training

During the evaluation of the training we will be seeking to obtain the following:

• Staff reaction following the completion of the training intervention. In other words, this speaks to Customer Satisfaction at the participant level.
• Were the learning objectives met? What new skills have been developed? Has there been an impact on staff attitude.
•From a behavioral perspective, how has it affected or impacted the "On the Job training"
•The impact the training intervention had on departmental and overall business success. We need to allow for time in order to measure these results.

Who Should Attend

Prosci's Change Management Certification Programme is designed for employees who are responsible for managing change on a specific project or building change management competency within their organisation. This includes project managers, project team members, HR leaders, OD leaders, change management team members, sponsors of change, consultants, executives and senior leaders, managers and trainers.

Programme Fee $3,500 (Nigeria), $3,700 (Ghana) - (10% discount available for a group of 3)

About the Programme Fee

Prosci's certification is a total-immersion experience where you will learn with your classmates, stay at the same venue, and complete activities together. The programme fee (excluding VAT) includes your venue package. The venue package is required for all participants. This all-inclusive fee covers:

• Certification in the industry-leading Prosci ® Change Management Methodology, including one-on-one application coaching
• Change Management Toolkit
• License to apply the Prosci ® Change Management Methodology to your change projects
• Change Management Pilot Professional™
• A one-year subscription to the Prosci ® Practitioner eToolkit for change managers
• Best Practices in Change Management benchmarking report
• Employee's Survival Guide to Change (paperback book)
• Change Management: the people side of change (paperback book)
• ADKAR®: a model for change in business, government and our community (paperback book)
• Programme slides and handouts
• Three night stay at the venue including all meals, activities, gratuities and meeting fees.

LEADERSHIP TEAM

Each of our consultants has an advanced degree in their field, and at least ten years of experience actually working in that field. This marriage of theory and practice is critical to our strategic approach. Combined, our consultants have over 100 years of hands-on problem-solving expertise behind them. That's a lot of problems, and even more solutions. Over the years, our team has been engaged on a wide range of assignments focused on helping clients undergoing restructuring and transformation to improve the efficiency and effectiveness of their processes in the areas of information technology, corporate governance, human resources, business operations and general project management. We draw our competitive strength from partnerships with global firms in America and Europe.

Deji Ishmael
Managing Director/
Programme Director

Deji Ishmael is a versatile executive consultant/coach with over 18 years of management and leadership experience. He has held leadership positions in a number of successful organisations across Europe, United States and Africa with experience in the following sectors - Technology, Financial services, Oil and Gas, government agencies and other private companies.

Deji serves as the Africa Engagement Lead for the Project Management Institute Educational Foundation PMIEF - (US Based Educational Foundation) championing educational interventions and disaster recovery initiatives in Africa. Prior to that, he served as the Region Mentor (Africa) for the Project Management Institute from 2012 – 2014 and serves as Region Mentor Africa for the Association of Change Management Professionals (ACMP) based in South Africa. He is a pure consultant with a passionate drive to help CEOs and executive teams to overcome team dysfunction and create powerful organisational clarity that leads to profound business and bottom-line impact. His number one (in fact ONLY) goal is that the work that he does with teams – sticks.

He is a Computer Science Graduate and attended the MBA program at BATH University and MSc in Consulting and Coaching for Change at (combined program of HEC University, Paris and Oxford University, UK)

Adenekan Adebayo
Deputy Managing Director

Adenekan Adebayo has exceptional entrepreneurial, operations and relationship management skills which he is using to drive the vision and mission of Afrissance. He is a great team player who loves to see organisations succeed. A Civil Engineering Graduate with an MBA both obtained from Obafemi Awolowo University, Ile Ife, Osun State, Adenekan has over 25 years work experience spanning several industries including Construction, Oil & Gas, Financial services as well as Freight forwarding & International logistics. When he is not working, Adenekan enjoys reading and writing. He also engages in youth development activities. He currently lives in Lagos, Nigeria with his wife and two daughters.

Tim Bosworth
Practice Lead, Leadership Development and Coaching

Tim Bosworth is a 'leader who develops leaders'. Tim is an experienced trainer, facilitator and Learning and Development programme designer for senior, middle and first-level managers. Tim brings a wealth of commercial experience through fifteen years working for Royal Dutch Shell across the end-to-end value chain in Sales, marketing and supply chain. During his time in Shell, Tim worked with a wide-range of stakeholders and leaders within and across Europe, Africa, Asia Pacific and The Americas. Tim's experience covers roles in programme, change and project management. Tim has held leadership roles in the UK, Greece and France, taking in start-up business, operational excellence, continuous improvement and strategy. Tim currently works as a retained consultant within Mannaz (Denmark), Coleago Group (Switzerland), Lighthouse Organisational Development (Vienna), Hemsley Fraser (UK), delivering for clients such as Shell, Airtel, Amundi Asset Management, Erste Banking Group and the United Nations.

Tim is an Environmental Science Graduate.
He attended Edinburgh University in Scotland for his BSc, before working for Cranfield University in the UK securing his MSc and PhD. Tim holds an ICF ACC coaching professional badge, MBTI, Insights, DISC and NBI accreditation along with NLP Master accreditation.

Victor A. Taiwo
Partner, Digitaal Transformation

A highly motivated and multi-talented professional, Victor offers over 20 years experience in senior roles for multinational clients from several European countries. His experience encompasses assignment leadership, solution design, project turnaround and assurance on business and finance transformation projects spanning a variety of industries. Proven success in delivering complex and diverse projects. He is a graduate with an honours degree in Accounting and is an alumnus of both London Business School and Oracle Corporation. Victor is TOGAF 9.1 certified, a PRINCE2 practitioner and a professional member of the British Computer Society and Institute of Information Technology Professionals South Africa.

Titilola Park
VP, Product and Innovation

Titi Park has over two decades of project management experience in top-tier corporations. Her work experience is diverse, spanning multinationals like Philips Projects Centre headquartered in the Netherlands, to MTN in the telecommunications industry. She has also had stints in the manufacturing, insurance and lately the real estate and construction industries.
In addition, she currently serves as the PMI Nigeria Chapter liaison for the PMI Education Foundation (PMIEF). She's driven by her desire to use Project Management as a business transformation tool and contribute the transformation of Nigeria at large.

She holds a BSc in electronics and computer engineering from Lagos State University, a post-graduate diploma in Information Technology and is a certified Project Management Professional (PMP)®. Her specialties include; Program, Portfolio & Project management Change management, Business Process Optimisation, to mention a few.

Olanike Aladejeobi
Chief Operating Officer

Olanike is a dynamic professional with more than 7 years of extensive experience in leading teams and planning operations that deliver value.

She is experienced and conversant with creating and modifying processes to increase productivity and controls through automation and process improvement with an aptitude for innovation and creative problem solving. She has demonstrated ability in business management with good understanding of the project management framework, planning and supervising, research and development, operations management, business intelligence and excellent customer service delivery.

Olanike is a graduate of Computer Science from University of Ilorin and bagged a Masters degree in Business Administration from the University of Lagos. She is also an Oracle Certified Administrator and a certified Project Management Professional (PMP) with Project Management Institute.

OUR PARTNERS

SOME OF OUR CLIENTS INCLUDE

Lagos
2nd Floor Plot 5 Chief Yesuf Abiodun St.
Victoria Island, Lagos, Nigeria.
Email: enquiries@afrissance.com
Phone: +234 (0) 1280 9345 Fax: +234 (0) 280 9330
www.afrissance.com

London
71-75 Shelton Street, Covent Garden London,
WC2H 9JQ, UK
Email: enquiries@afrissance.com
Phone: +44 203 949 9127, +44 207 1172 669
www.afrissance.com