

# EMPOWERING PEOPLE MANAGERS IN CHANGE

A PROCLIPSE PROPRIETARY PROGRAM POWERED BY PROSCI® RESEARCH

## PROGRAM OVERVIEW

The **Empowering People Managers in Change Program** equips people managers with practical tools, strategies, and leadership capabilities to confidently support teams through organizational change.

Rooted in Prosci's CLARC framework and complemented by ProClipse's GCC expertise, this modular and practice-based learning experience strengthens participants' ability to communicate effectively, manage resistance, build trust, coach employees, and reinforce change adoption throughout the transition journey.

Through interactive discussions, simulations, and applied learning activities, participants develop the confidence and capability to lead change with greater clarity, empathy, collaboration, and resilience.



## WHO SHOULD ENROLL

This training program is ideal for:

- People Managers and Team Leaders
- Frontline Supervisors
- Department Heads and Unit Managers

Prerequisite: Prosci's Leading Your Team Through Change (LYTTC) is highly recommended.



## DELIVERY METHODS

- **Modular Format.** Each module can be delivered as a stand-alone session or part of a comprehensive 2-3-day program. Modules can be tailored and scheduled to align with organizational priorities and operational requirements.
- **Interactive and Practice-Based Learning.** Participants apply learning through group simulations, peer collaboration, and reflective sessions

## TOOLS & TAKEAWAYS

- CLARC Role Playbooks and Action Planners
- Real-world change communication templates
- Resistance management and coaching toolkits

## POST-WORKSHOP SUPPORT

- Optional follow-up coaching and peer learning support sessions to reinforce capability development and sustain successful change adoption.

People managers are critical to the success of organizational change initiatives. As the closest leaders to frontline employees, they can become either powerful enablers or barriers to successful change adoption. Prosci research consistently shows that employees prefer to receive change-related communication directly from their immediate managers, positioning people managers as essential leaders in guiding teams through every stage of the ADKAR® journey.

## LEARNING OBJECTIVES

By the end of the program, participants will be able to:

- ✓ Understand the critical role people managers play in enabling successful organizational change.
- ✓ Apply Prosci's CLARC framework to lead teams through change with greater clarity, confidence, and intention.
- ✓ Strengthen their ability to serve as effective communicators, liaisons, advocates, resistance managers, and coaches throughout change initiatives.
- ✓ Use practical communication strategies and tools to guide teams through different stages of change and support employee adoption.
- ✓ Identify and respond to resistance constructively while fostering trust, engagement, and collaboration within teams.
- ✓ Strengthen alignment and collaboration between people managers, project teams, and change practitioners.
- ✓ Apply empathetic, resilient, and people-centered leadership approaches to support employees throughout the change journey.
- ✓ Build confidence in coaching others, reinforcing change adoption, and sustaining successful change outcomes.

Ready to empower your people managers and drive change success?  
Contact us to schedule a discovery call or request a tailored program proposal.





## PROGRAM MODULES

### Module 1

#### The Communicator

- Recognize the manager's role as the primary communicator and its impact on trust and adoption.
- Tailor messages to employee needs at different change stages.
- Practice delivering impactful change communications using proven frameworks.

### Module 2

#### The Liaison

- Define the liaison role and its importance in two-way communication.
- Apply techniques for capturing and channeling employee feedback.
- Map stakeholders and escalation paths to resolve concerns efficiently.

### Module 3

#### The Advocate

- Differentiate between passive agreement and active advocacy.
- Develop a visibility and credibility plan to reinforce commitment.
- Demonstrate advocacy behaviors through role-play and reflection.

### Module 4

#### The Resistance Manager

- Challenge myths about resistance and adopt a constructive mindset.
- Identify sources of resistance and recognize behavioral signs.
- Practice strategies for navigating resistance conversations with empathy.

### Module 5

#### The Coach

- Understand the manager's role as a coach during change.
- Apply the ADKAR® Model as a coaching framework.
- Practice foundational coaching skills and develop tailored coaching plans.

### Module 6

#### CLARC in Practice (Follow-Up Simulation)

- Apply the five CLARC roles in a realistic change scenario.
- Collaborate to build a 30-60-90-day team plan.
- Create a personal action plan for real-world leadership in change.

Module 6 is recommended for People Leaders, Change Agents, and Line Managers who have completed Modules 1-5.  
Duration: 2.5 to 3 hours

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