

Change Management & Training Enablement

Overview

Our Change Management & Training Enablement service equips organizations to successfully adopt new systems, processes, and technologies. We help leaders align stakeholders, guide teams through change, and build training programs that ensure lasting capability. By combining structured communication, enablement design, and continuous feedback, we help businesses realize the value of their digital transformation investments.

Key Benefits

- **Accelerated Adoption:** Minimize disruption and ensure faster user acceptance of new systems.
- **Employee Empowerment:** Build skills and confidence through role-based training.
- **Reduced Resistance:** Strengthen communication and engagement across stakeholder groups.
- **Sustained Performance:** Reinforce learning with ongoing support and feedback loops.
- **Change Readiness:** Develop internal capacity to manage future transformations.

Our Approach

1. **Assessment & Readiness Analysis:** Evaluate organizational readiness, stakeholder impact, and cultural alignment to plan effective change strategies.
2. **Change Strategy & Communications:** Develop clear messaging, leadership alignment, and stakeholder communication plans.
3. **Training Design & Development:** Create tailored training materials, job aids, and digital learning content mapped to business roles.
4. **Enablement Delivery:** Conduct workshops, virtual sessions, and hands-on learning experiences that build competence and confidence.
5. **Reinforcement & Measurement:** Track adoption metrics, gather feedback, and refine enablement to ensure sustained success.

Core Deliverables

- Change Readiness & Impact Report (week 1-2): Assessment of organizational readiness and stakeholder analysis.
- Change Management Plan (week 3): Strategy outlining objectives, communication, and leadership alignment.
- Training Program Design (week 3-5): Curriculum, materials, and tools tailored to user roles and business goals.
- Enablement Workshops (week 5-6): Instructor-led or virtual training sessions with guided exercises.
- Adoption Dashboard (week 7): Metrics and analytics for tracking engagement, learning completion, and performance improvement.
- Sustainment & Optimization Plan (week 8): Recommendations for reinforcement, ongoing learning, and future readiness.

Engagement Models




Model	Duration	Focus
Full Service	8 weeks	Includes all core deliverables.
Change Acceleration Sprint	5 weeks	Rapid deployment of change and training plans for specific initiatives.
Enablement Program	5 weeks	Comprehensive strategy, training design, and delivery for organization adoption.
Adoption Support Retainer	Ongoing	Continuous learning support, reinforcement, and performance tracking.

Outcomes

- Confident workforce equipped to embrace change.
- Measurable improvement in adoption and productivity.
- Sustainable learning culture that supports ongoing transformation.
- Improved leadership visibility and communication effectiveness.

Partner with Prendergast Digital Solutions

Empower your teams to adopt change with confidence, clarity, and capability.

 info@prendergastdigital.com |  prendergastdigital.com |  Kelowna, BC