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January 2014



Welcome to *the Centre for Change Management* monthly bulletin

Wet and windy here in the west. Some stunning images with weak low sunshine against a dark sky. Things are happening this year, see below.

We are a growing qualifications centre, interested in the subject of organisational change.

Our bulletin is designed to share our thoughts and insights in effective change management. Please share anything we publish with your clients and help us by adding your experiences and comments to our blog, twitter or facebook page:



If you'd like to know more about how our qualifications can add value to your change proposition, visit our website www.c4cm.co.uk, email me at amanda.muscat@c4cm.co.uk or call me on 0117 230 5091.

Regards

Amanda Muscat
Marketing & Communications Director

The year of the Change Manager

We are going to stick our neck out and make a prophecy that this year the Change Manager will make a significant impact on the consciousness of organizations.

Publications

We have become aware of some new books on change coming out soon that are including the Change Manager role. Publishers are looking for new books in this area as they anticipate an upswing (their word) of interest in doing change.

Professional Standards

Just like buses, you wait ages for a professional standard then two turn up at the same time! See News panel opposite.

Professional standards are important in developing any business role. We welcome the development of these ideas about what a Change Manager does. Is there going to be a standard for a Change Manager who is not effective?

Following from the CMBok standard, [APMG](#) and [Kogan Page](#) are to publish



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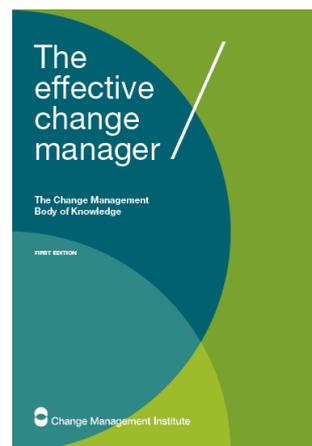
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News

New Standards for Change Management

The *Australian Change Management Institute* are about to publish their **Change Management Body of Knowledge (CMBok)** as a standard which is characterised as everything an effective Change Manager needs to know.



In the US the *Association of Change Management Professionals* have put their new **Standard for Change Management** out to final review. Called *The Standard* it "includes a common lexicon; the knowledge, skills, and abilities expected of YOU, a professional change management practitioner; and the processes and practices that apply to most change

a handbook explaining that knowledge in the first half of this year. So a book based on a standard.

Qualifications

To follow the book, APMG will also rewrite their Change Management qualification to become based on the CMBok as a syllabus and the book as the examinable text.

Our own [introduction to the role of the change manager](#) is available as an award and we will shortly be releasing an on-line course for the award.

On the ground

Last year we saw a number of companies and government organisations take on change manager training to introduce the role. It is becoming less common to find organisations running change programmes without change managers (but still quite a lot).

We are finding new approaches to implementing change managers. From a small, full time, and very professional team working across an organisation; to part time volunteers working as a community to deliver change as required in their area. All of these people match our idea of a change manager: dedicated, enthusiastic, respected, credible and effective.

What are you doing to be ready for this upswing in interest?

Do you have training and awards ready for the Change Manager role (as opposed to a project manager or programme manager)? Have you looked at our [Managing Change qualification](#); which includes a module on the role itself, modules on the key skills for a change manager: risk management, stakeholder engagement, people skills; and modules on project or programme methods.

What do you think? Send us a tweet (@C4ChangeMgt) to let us know. Follow us to see what is being said.



Don't forget our blog



Recent blog posts

We have posted two new blog items this month:

[New ways of thinking](#)

The new year party is over and everyone turns to wonder what the new year will be like. And then you start to think about what are you going to do to make it better and different. Of course there are plenty of articles and blogs to suggest some ideas - and this is one of them! ...

[Making Decisions Work](#)

I have put up a number of posts about making decisions and especially the key role of decision making in Change Management; such as 'Good enough decisions' and 'making decisions at the right time'. I have come across a quote, attributed to Scott McNealy a founder and CEO of Sun Microsystems, which has put decision making into a bigger context and has implications for the process of doing change. The quote is "I put most of my effort into making my decisions work". ...

Skills and training assessment

For more about our qualifications and assessment visit our website www.c4cm.co.uk.

If you are interested in including our qualifications in your learning portfolio please contact Amanda on 0117 230 5091 or email me at amanda.muscat@c4cm.co.uk.



C4CM™ is an EDI Licensed Centre. All of our qualifications are accredited by EDI as an approved qualification. EDI is itself accredited and authorised by the UK Government.

management engagements".



New Change SIG at APM

The [Association of Project Managers](#) have approved the creation of an [Enabling Change SIG](#). This new professional forum will provide a valuable link between project management and change management.

#tweet of the week

We re-tweet ideas and comment from close associates:

Two of our associates blog about new arrangements in the P3M training market:

@AspireEurope



"Biggest shake up in the P3M market for 20 years
<http://wp.me/sVrh6-1145>"

@pearcemayfield



"There has been a disturbance in the Force..." http://lnkd.in/b_dJBdv

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