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October 2014



Welcome to *the Centre for Change Management* monthly bulletin

After a lot of really nice weather it is time to get a focus on moving forward with the business! We have some ideas for you to try 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

Agile -- is it really different?

Agile in projects, programmes, and change

I think most people are happy with the idea of **Agile projects**; with SCRUMS, timeboxes and standup meetings. These 'mechanisms' deliver the purpose of iterative design and development focused on the needs of stakeholders. There has been some debate lately about what Agile means for **Programmes** and **Change**. Here is our view.



Implementation versus Training

The advocate of an Agile approach has most to offer where existing methods are implemented in a rigid way which is not delivering value to stakeholders. For instance emphasising the 'waterfall' approach where all the design is done before implementation and stakeholder engagement is minimal. However, no one trains or teaches this approach. So such an implementation is a poor reflection of any training and the value it adds to the business; I could argue that any training has not added value at all and was wasted investment.

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News

Prism Projects joins C4CM



Prism projects are a consultancy and training company with a strong focus on supporting people in change. They have a similar philosophy to C4CM in developing people and supporting work based qualifications. Prism will become a C4CM accredited Training Organisation.

Jan Underdown, prism lead consultant, emphasises the role of coaching and mentoring interventions to support training and development in the workplace.

C4CM and prism will be working together to promote our views on workplace development of best practice in Managing Change.

#tweet of the week



What do you think? [@C4ChangeMgt](#)

Training for Agile

There are plenty of organisations seeking training in Agile change; so we suggest showing how existing approaches to Change and Programmes can be implemented in an Agile way. We believe our qualifications cover this approach. So you can offer an Agile course whilst using our qualifications to back up your delivery to show there is a return on investment.

Return on Investment

Our qualifications show a return on investment because they require evidence of application in the workplace. This means you can demonstrate an impact to the customer's business. Compare this with a test at the end of a course which provides evidence of attendance and understanding only.

[Contact us](#) to see how we can support your customers seeking the benefits of Agile Change.

Don't forget our blog



Look at our recent blog posts on problems with delivering strategic change and being driven by purpose not organisation.

Translating a guess into a plan

The dilemma for change managers leading a strategic organisation change is translating the uncertainty of the strategic analysis and decisions into actionable plans to deliver benefits. The problem is that there is no right answer to the question "what should our strategy be?". [Click here](#)



Decisions first, organisation later



Which do you think should come first: the definition of the task to be carried out or the team to do the task? So what happens when an organisation needs to change: the top manager re-organises his senior team to prepare for the change. This article proposes organising around decisions, not people. [Click here](#).

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.

We re-tweet ideas and comment from close associates:

A tweet pointing to a new book series focusing on the main roles in Programme Management. The first is the **Change Manager**. We are reviewers of this series.

[@AspireEurope](#)



MSP® Survival Guide is here!
<http://wp.me/pVrh6-ol>

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