



May 2013



Welcome to *the* Centre for Change Management monthly bulletin

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

Insights

Rate of change increases

If the rate of change on the outside exceeds the rate of change on the inside; the end is in sight. Jack Welch

To survive in today's economic and competitive climate an organisation must change much more rapidly than it used to, say just 5 years ago. However, for most organisations their capacity and capability to change has barely altered. So doing more change is not a possibility. That only leaves smarter change. Smarter change requires two critical components:



[-visit our blog](#) for the full story and to see what we can learn from this.

Through April we posted five more thought-provoking articles on

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News

C4CM launch a Capability Model for Organisation Change

The C4CM change capability model can help individuals to think about how change is managed in their organisation and how their knowledge, skills, and behaviours contribute.



We have three surveys to assess where individuals and their organisation might fit in this model.

- A general change capability questionnaire for individuals

- A change skills capability questionnaire for individuals

- An organisation survey which needs to be taken by a number of selected people across the organisation

organisational change to our blog - [click to review](#).

A framework for change

Benefits for Accredited Training Organisations

Practical qualifications designed for professionals in the business of projects, programmes and organisational change



A Training Organisation will be a training business or a consultancy in change or both.

You will have customers involved in significant internal change who are looking for knowledge and skills to deliver that change effectively and efficiently. Amongst those needing knowledge and skills will be business managers who are not career project or programme managers who never the less need significant support. These are the candidates for C4CM qualifications.

The benefits to a Training Organisation in providing training leading to a C4CM™ qualification are:

- Flexible learning to meet the specific knowledge and skills needs of your customers when they need it.
- Flexible learning event delivery (short course, facilitative workshops) enable lower costs to your customers.
- You can clearly demonstrate knowledge and skills transfer to your customer's business through the evidence produced by candidates from their vocational assessment work.
- Recognised qualifications in the National framework (QCF) which are valued by employers and employees.
- Clear benefits to your customers as employers and employees. Our assessment process is clear evidence the training is having a Kirkpatrick level 3 impact.
- A set of awards that are mapped onto Best Practice and the National curriculum for management standards; and related to existing project management structures such as IPMA Levels, P3M3 levels; which are easy to explain to your customers.

For more about the framework 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.

#tweet of the week

We publish many of our articles via channels such as twitter - this link proved to be the most clicked:

Change saturation - change centres on stakeholders



[Click to find out more](#) about the model and try the free general change capability questionnaire.

Bestoutcome - make change happen



In keeping with their mantra "when delivering change, it's the business outcomes that matter" Bestoutcome has become a C4CM™ partner!

Bestoutcome achieve programme and project success by practising what they preach, following the guiding principles of Outcome-Driven Project Management (ODPM), an approach dedicated to achieving the best business outcomes from change programmes and projects.

It's not just about software but also about people. Mike Pryor, Principal Consultant, Bestoutcome adds "C4CM™ are specialists in business change management and offer qualifications that are based on the latest working practice in managing change using best practice in Portfolio, Programme and Project Management. Their qualifications blended with Bestoutcome's practical outcome-driven approach provide our customers with the tools and skills they need to deliver change effectively and efficiently.

Bestoutcome's PM3 is a programme and portfolio management solution that encompasses: change management, resource and capacity management, outcome-driven planning, project office support and benefits realisation. It is a well-established product being used by clients like Dixons Retail, WHSmiths and University of Surrey. For more visit [Bestoutcome's website](#).

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Its the stakeholders that decide if change is a success or failure. No matter how hard the change team plan a change - [see the full story](#)



[Visit our blog](#)

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