

Australian College of Change Management closes capability gap

Australian business has a new destination for change management education with the launch of the Australian College of Change Management (ACCM).

ACCM is hosting a series of launch events around the country in the coming months where some of the course modules will be presented at no cost. The official launch kicked off in Sydney on 29th July 2010. The next one is in Melbourne on 20th September 2010.

The goal of successful change management is to minimise the performance drop that can result as people transition away from an old way of working to a new/ changed state and to reap the benefits of the change.

According to Lynn Nortje, Director ACCM the market is definitely keen to find ways to build their organisations capability in the change space, recognising the need to do things differently. A 2008 PWC survey of senior Australian executives found only 15% of transformation programs were IT-driven, and over 50% related to changes in strategy, organisational structure or culture.

ACCMs portfolio of training solutions recognises that integral to being prepared for change is having the right skill set and our courses can provide this she said.

Weve definitely struck a chord in the market our first event in Sydney had over 70 people register to attend and were anticipating a similar response for Melbourne. ACCM has both a course for project managers involved in change as well as an offering of baseline fundamental knowledge enhancing change management capability now will mean organisations can realise the change benefits years down the line. she says.

An IBM Global Study found that 83% of CEOs are foreseeing substantial changes in their organisation. This means formal knowledge and skills are more important than ever to guide people through organisational change, hence the need for a change management education provider to close the skills gap said Nortje.

Also critical to the development of skills as a change manager are the underlying competencies such as facilitation, communication, human skills and leadership. ACCM is including these subject areas and others, as modules in their product suite in 2010. ACCM has sourced some of the best offerings in the market and has established partnerships with providers such as New Intelligence for their Human Skills courses and Kandula for their focused communication courses.

ACCM will also be at the Change Management Institute (CMI) conference in Sydney - August 12-13.

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