



AAACE –Edmonton Section Dinner Meeting Presentation

Dinner Meeting Presentation, 21st September 2016, Wednesday, 6:15 PM

LOCATION:

NEW YORK BOARD ROOM, STANTEC BUILDING, 10160,
112 Street Edmonton Alberta, T5K 2L6

Topic: Change Management

Abstract:

Many forces are drastically impacting today's rapidly shifting economic, environmental, social and technological issues in organizations. The success of organizations hinges on the ability to quickly, cost-effectively, and successfully implement change. As quality and project management professionals we are often the agents for change management.

Change has a considerable psychological impact on the human mind. To the fearful it is threatening because it means that things may get worse. To the hopeful it is encouraging because things may get better. To the confident it is inspiring because the challenge exists to make things better.
—King Whitney Jr.

Change comes in all sizes, from one person simply doing something slightly different to major programs involving thousands of people.

An incredibly high percentage of changes introduced in organizations do not reach their full potential—that is, do not reach full implementation or do not produce the benefits envisioned by their sponsors. Changes that fail usually do not fail because of technical reasons.... They usually fail because of human reasons—the promoters of the change did not attend to the healthy, real, and predictable reactions of normal people to disturbances in their routines -Brien Palmer

Lisa will present Change Management covering:

1. The ROI of change management – industry bench marking data (PROSI) and Caterpillar's Black Belt project assessing the costs of unmanaged change in their business.
2. Finning's Change Management journey –opportunities and challenges that Finning has faced in establishing change management within a global business
3. PROSCI – Why Finning chose PROSI methodology, the pros and cons of this approach to change management
4. Change Management metrics –how they are launching Workday and how standard change management metrics is applied (speed of adoption, ultimate utilization and proficiency of staff), aligned these metrics with project KPIs, to show the value of change management in terms of benefit realization.

Author: Lisa Hennigar

Lisa Hennigar is a change management professional with over 20 years' experience in the industry. She has worked in the areas of quality, process improvement, project management, training, and communications. Lisa holds 4 certifications in change management, is a Six Sigma Black Belt holder, and holds a master's degree in cultural studies, specializing in corporate culture. Her current position is change management manager for Finning Canada where she is responsible for establishing a change management department and providing support to national initiatives. When she is not managing change, Lisa devotes as much time as she can to skiing and diving.

Cocktails & Registration - 6:00 PM
Dinner and Presentation - 7:00 PM
Closing Remarks - 7:30 PM

Students - \$10.00
AAACE Members - \$15.00
Non-members - \$25.00

Please click [here](#) for online Registration; Only 50 seats, Registration Closes 6 PM 20th September 2016.