

Training in Dimension Four®



Training, Certification & Accreditation

Isochron® advocates *learning by doing* to reinforce class room training modules. Delegates are encouraged to practise the methods in the business alongside our consultants, who coach and assist in the knowledge transfer during implementation.

- **Practical experience while using Dimension Four®**
Working with our consultants to bed-in the classroom based learning, practical application and knowledge transfer.
- **Classroom based learning – Certification modules A1-A5**
The modules can be facilitated at our offices, within your own training rooms or at a mutually agreeable site. Each module has a class exam and practical application review, leading to certification in Dimension Four®.
 - A1 - Registration and Induction
 - A2 - Objective Formulation & Transformation
 - A3 - Value Case Preparation & Value Box Estimating
 - A4 - Planning using Backcasting
 - A5 - Benefit Realisation, Project & Change Management

Certification

At the end of each of modules 2-5 the course tutor administers a short written test and requires each participant to produce a simple 5-minute presentation to the rest of the class on what they have learned. This is used to reinforce and cross-fertilise learning and to test understanding. If the participant has a satisfactory score they receive a Certificate of Training in the Dimension Four® method.

Accreditation

Each course contains a test of knowledge and understanding leading to Certification. **Completion of all the modules** followed by **satisfactory on-the-job experience** qualifies an individual to apply for Accreditation.

Accreditation is granted by a half-day examination session consisting of:-

1. A written test
2. A Viva based on practical experience of application of the methods
3. An interview

Successful completion of this process leads to Isochron award of Accreditation in the Dimension Four® Method.

Costs

Costs are shown in a separate leaflet.

For more information please phone

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TRANSFORMING PROJECT DELIVERY

Learning Outcomes

By the end of the course participants will be able to:

- Define change objectives in specific, binary ways
- Task their direct reports with achievable change objectives
- Walk the floor with specific things to look for
- Understand how the changes are connected to financial returns
- Know how realistic estimates of cash benefits and Value Cases can be made
- Have a process for tracking and inspecting the realisation of benefits
- Be equipped to sustain change once it has been made

Aim of the Course

Course attendees, whatever their management style, will have a thorough introduction to the new business methods for making change happen and for realising the cash and non-cash benefits. By the end of the course they will be able to introduce and try out the techniques for themselves in their work. They will have new insights into how change in the infrastructure, processes, behaviours and technology of a business and how they can manage and control it to get the results they want.

Who should attend the course

Business Sponsors and Managers who are, or who are likely to become, responsible for making important changes in the way their organisation operates. This course is suitable for both Public and Private Sector managers as the Course Leader will give war stories to illustrate the use of the methods from his extensive experience in both sectors.

*Quote: "Having had the pleasure of attending your workshop and also read your recent book, I'm convinced that your ground breaking and highly innovative methods can make a major contribution to this considerable challenge. [Our sector] is awash with strategists and theorists and visionaries. It's an area light on bricklayers and people who can lead and implement change. I am convinced that your workshop will help us change mindsets." **Senior civil Servant in the Department Of Health***

Content

What's best in what we do already

Current best practise in managing programmes and projects – origins, strengths and weaknesses
Change management and the soft skills

Enabling the Sponsor to be specific

Number targets and toxic incentives
The Golden Question and the Show Me test
Proof of achievement – recognition events

Getting consensus across departments and communities

Understanding that resistance to change is rational
Enabling people to quickly get past their resistance – transfiguration technique
Evolving consensus through recognition events

Delegation and support for management

Tasking people to make specifics happen
Using escalation of authority
The iron fist and the velvet glove – hearts and minds

Estimating the value of changes

Organisational value drivers
Value flashpoints in cash flows
Four-point estimating and Monte Carlo Box

Linking change to value

Connecting recognition events to value flashpoints
Meeting finance need to prove achievement of cash benefit

Making change happen

Harnessing the effort of Business-As-Usual
Facing and handling non-negotiable outcomes
Finance role in forcing replanning
Practical impact of transferring uncertainty away from the outcome
Recognising realisation of intended benefits

Stopping backsliding

Managing changes in recognition events
Walking the floor for change