



Change  
Management  
Institute

# Training Scan

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**Agile Change Manager Certificate**  
ACLI

**AGILE CHANGE**  
**LEADERSHIP INSTITUTE**

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## Introduction

This report provides a top-level scan of established change management training choices. It offers information about commercial learning courses, including those endorsed by the Institute and other peer-level providers, to help members understand quality training programs.

The Change Management Institute is not recommending specific products, but rather providing this information in response to member interest in understanding change management training options.

The Agile Change Leadership Institute's (ACLI) Agile Change Manager Certificate is featured in this second edition of the Change Management Training Scan report. ACLI's teachings are based on applying the Agile Manifesto to the change management world.

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# ACLI: Agile Change Manager Certificate

## 1. Summary

The ACLI offers the Agile Change Manager Certificate in which they apply the Agile Manifesto to change management. The Agile Manifesto is the foundation body of work for the Agile Community and ACLI has created its own unique IP establishing Agile Change Capabilities of:

- Data informed decision making
- Visual and transparent communication
- Continuous engagement

The Agile Change Manager Certificate course counts towards Continuing Professional Development (CPD) points for the Certified Change Management Professional (CCMP) which is a globally recognised credential for change management administered by the Association of Change Management Professionals.

### 1.1. How to read the report

The ACLI differs to other providers in the Training Scan because rather than teaching an end-to-end change management methodology, ACLI emphasises teaching their three core change capabilities.

The course maps the core change capabilities to around 50 change practices to support an entire change process in the agile context. ACLI dedicates a module to teaching how to create a minimum viable change process to enable change management from commencement to release and then onward into further iterations – as per an agile project.

## 2. Assessment and Accreditation

### 2.1. Methodology alignment




ACLI's teachings are based on applying the Agile Manifesto to the change management world. The ACLI states that agile change capabilities and supporting agile change practices can be applied to every change methodology that is available, including Prosci, Kotter, PCI, and McKinsey 7S. It might be important for learners to note that this course is exclusively focussed on agile environments, whereas other methodologies may be considered more aligned to strategic change or waterfall style projects.

### 2.2. Accreditations and further qualifications enabled

Participants receive a digital badge with the designation of achieving an Agile Change Manager Certificate.

The course is recognised with the Quality Education Provider (QEP) program for the Association of Change Management Professionals (ACMP) and contributes to 4.5 CPD points for the CCMP (which requires 60 points every three years to maintain).

### 2.2.1. Assessment and proof of attendance

		
<p>There are 5 modules consisting of 23 micro lesson videos of varying lengths, averaging at around 10 minutes each. Participants view the video lessons, access support resources and can apply learnings at their own pace.</p>	<p>Assessment consists of 66 multiple choice questions with an 80% pass mark required, and multiple attempts are permitted.</p>	<p>The online system is set up so that the assessment is not evident unless the clips have been watched. Because learners watch the clips before accessing the assessment, proof of attendance is automated.</p>




## 3. Attendee value

 <p><b>Cost of course</b></p>	 <p><b>Duration of course</b></p>	 <p><b>Delivery method</b></p>
<p>AUD \$1,250</p>	<p>Around 4.5 hours to complete</p>	<p>Online, self-paced</p>

\* Cost is shown in Australian dollars

### 3.1. Inclusions and support resources

Learners receive:

	<p>A set of 50 templates for use on the job managing change in agile environments</p>
	<p>A Change Sponsor Operating Model to help guide and establish the initial Sponsor relationship</p>
	<p>A <b>learner support document</b> explaining how to do the course</p>



Instructor email support



Access to an online community



Agile Change Playbook in hard copy



Curated readings on each topic

As this is a fully online, self-paced course, key to learner support are:

- The **learner support document** which explains how to do the course.
- At the end of each module there is an open text box to submit any support requests.
- Learners are provided with the **instructors' email addresses** for help with course content, or they can interact with the online community.
- Learners receive a hard copy of the **Agile Change Playbook** alongside additional curated readings on each topic.

## 4. Content Samples

The ACLI provided open access to the full online program for review purposes. As described above, the course content is delivered through instructional videos on each topic with discussion from the presenters, Dr Jen Frahm and Lena Ross, interspersed with visual materials illustrating their topics.

The screenshot shows a course interface. On the left is a navigation menu with a progress indicator of 22% COMPLETE. The main content area displays '1.4 Capability and Mindset Approach' and a diagram titled 'Data Informed Decision Making'. The diagram illustrates two processes: 'Rapid decisions based on clear data to answer known problems' and 'Rapid decisions based on data + experience + judgment + qualitative data to complex problems'. A central purple box labeled 'Your insights & ideas' is connected to both processes by circular arrows.

Figure 1: Navigating and completing the online course components

Samples of the course content in Modules 1.4 and 5.4 are available for anyone to preview at <https://aclinstitute.teachable.com/p/agile-change-manager-certificate-program>. Module 1.4 explains the mix between change methodology and agile change principles, and 5.4 is about self-care for change practitioners.

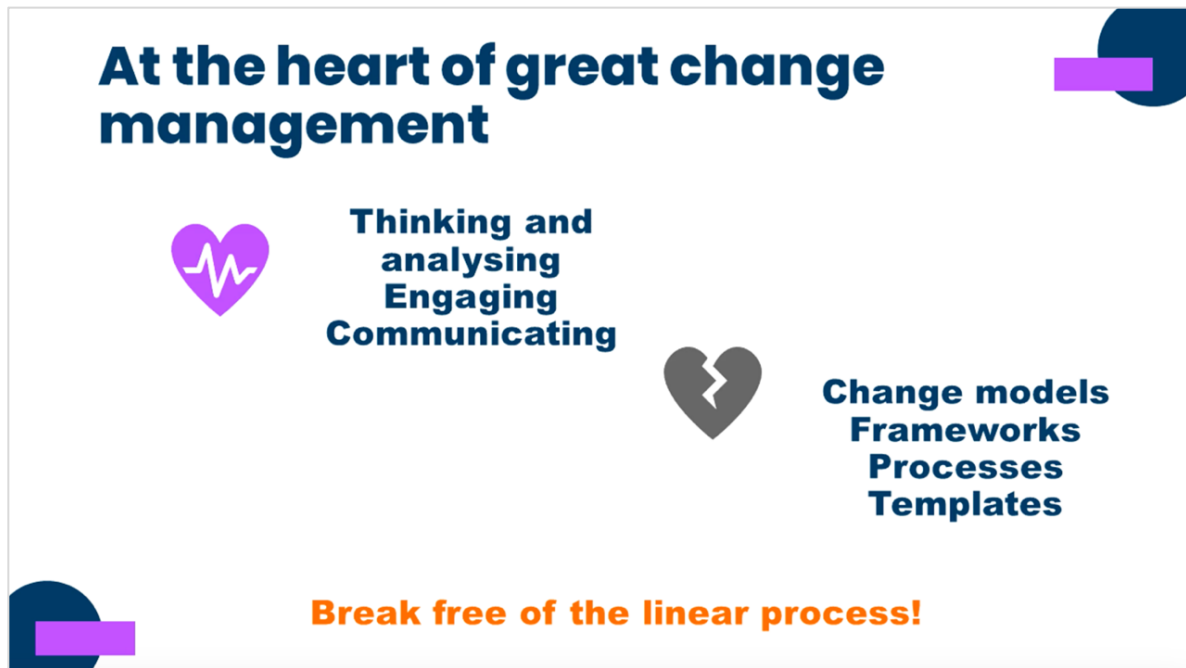


Figure 1: A screenshot from the Capability and Mindset Approach Module

## 5. Audience

### 5.1. Target Audience



The course is suitable for both beginners and experienced practitioners as it covers how agile environments work in detail. It therefore suits anyone upgrading their understanding of existing frameworks with change management in agile practice.

### 5.2. Available in which Markets

Being online, the course is available globally in all English-speaking markets.

### 5.3. Application of Knowledge

Learners are provided with an agile change template toolkit in the first session so they can start applying knowledge immediately. They are also provided access to an online community where they can share their practice.



The course is built to allow learners to watch a 10–12 minute video and then try out the learning in the workplace. Access to course content is provided for a lifetime.

# Training Scan

## INDEPENDENT SCAN OF ESTABLISHED CHANGE MANAGEMENT TRAINING CHOICES INTERNATIONALLY

### WE REVIEWED

Courses  
offered by 6  
organisations

APMG, Agile Change Leadership Institute, and  
four other providers

Both those endorsed by the **Change Management Institute**, and  
other peer-level providers

### WE DISCOVERED

#### Broad Training Audience



Tailored change management training  
programs exist for a broad audience:

- General employees
- Change practitioners
- Trainers
- Coaches
- Leaders
- Consultants
- Project Managers
- Project Teams
- Aspiring change professionals

#### Broad Methodology Alignment

Learning aligned to CMBOK, Prosci, Kotter  
and PCI. Some courses are methodology-  
independent.

#### Flexible Delivery and Learner Support



Classroom



Virtual with  
live facilitator



Online, self-  
paced



Self-study



In-house for  
organisational clients



Online learning  
platforms and toolkits



Peer learning and  
collaboration



Course materials,  
downloadable resources



Live facilitator,  
or email access

# MEMBER POLL

We surveyed members to understand the demand for change management training courses

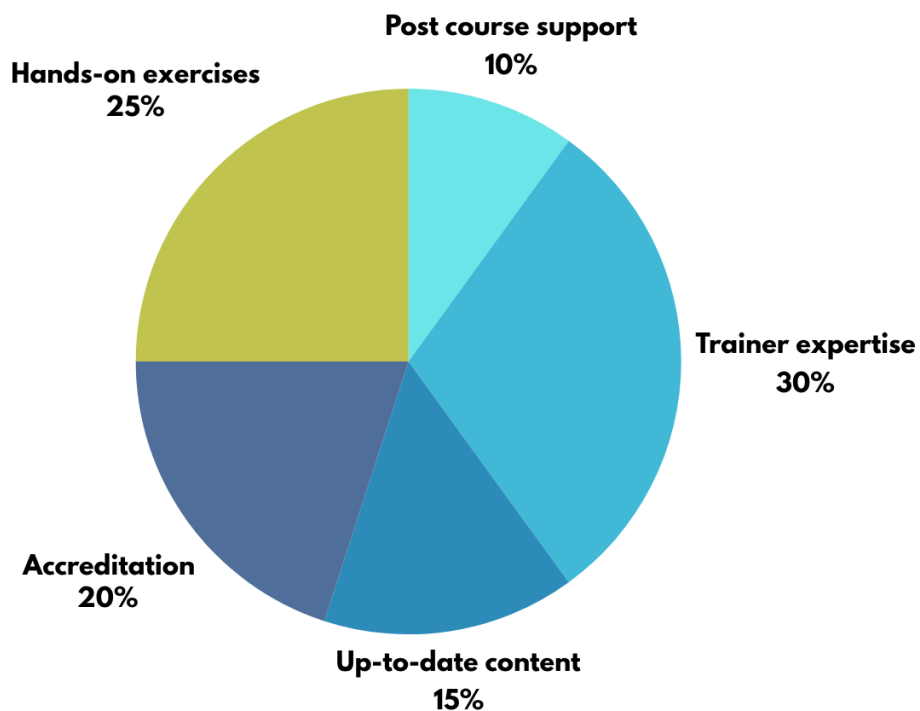
## Popular training courses



- Prosci was considered practical
- APMG certifications were noted for thorough curriculum and relevance
- Many smaller providers offer effective and informative courses
- Interest in agile and portfolio management courses is increasing

## Training Quality

Factors members considered indicated quality in training programs



CHANGE MANAGEMENT INSTITUTE

Enabling your career through Capability, Credibility and Connections.