Fundamentals of Change Management

GoSkills online course syllabus

Monday, August 18, 2025

Skill level	**Lessons**	**Pre-requisites**
Beginner	16	None

Estimated study time	**Instructors**
3h for all materials	Cameron Duncan
	Madecraft

Introduction

1 Busting the buzzword

You've probably heard the term change management at some point in your career, but with so much buzz around the term, it can be difficult to truly define. After this course, you'll be able to recognize what change management truly means, and be equipped with basic methods for how to effectively manage change in your role.

Understanding Change Management

2 Change as a process

When faced with change, it's natural to experience a range of emotions, from shock to commitment. After this lesson, you'll be able to utilize a framework for the process that people go through when faced with change.

3 Making change meaningful

If you understand why something is changing, you're better equipped to manage that change. After this lesson, you'll be able to empathize with and consider the perspective, values and motives of the people you work with.

4 Defining change management

You've likely heard the term before, but change management can be tricky to define. After this lesson, you'll be able to articulate the key aspects of what classifies as change management.

5 Benefits of change

Adapting to change, and navigating it effectively, is a key element of organizational success. After this lesson, you'll be able to recognize the various benefits that come along with change, and apply those benefits to your role and organization.

6 The biology of change

Change creates biological reactions in the brain. After this lesson, you'll be able to recognize the natural reactions of change and leverage strategies to help navigate people through the process of change.

7 Change management in your life

Change Management is not exclusive to your organization, and you actually manage change in your life constantly. After this lesson, you'll be able to apply real-world examples of change management and understand how it's been important to every successful change in your life.

The People Side

8 Sponsors and champions

If you want to affect positive change, you'll need to understand the perspectives, motives, and challenges of your audience. After this lesson, you'll be able to incorporate perspective and empathy into your change management process.

9 Why people resist change

Change can be hard, but are you making it easier? After this lesson, you'll be able to recognize reasons those around you might be resisting change, and how to address each of them.

10 Gaining change buy-in

In order to drive a change or new behavior, you'll need people to "buy-in" or commit to the future. After this lesson, you'll be able to utilize strategies and actions to gain buy-in for your change.

11 Avoiding the buzz

Using terminology that your team may not recognize can only confuse and complicate the process. After this lesson, you'll be able to avoid certain terms when communicating with others regarding your change.

12 Change management myths

There's tons of confusion and misinformation that you'll want to clarify to others when managing change. After this lesson, you'll be able to recognize common change management myths, and be able to incorporate methods to debunk them.

The Phases of Change

13 Preparing & planning

Just like every great meal follows a recipe, every great change follows a plan. After this lesson, you'll be able to use proven methods for success as you prepare your change.

14 Executing change

Change management requires time, targeted strategy, and actions to help people navigate the change. After this lesson, you'll be able to create meaningful and intentional change management actions that put your team at ease.

15 Making it stick

Successful change has to be able to stick and achieve the desired outcomes. After this lesson, you'll be able to execute strategies to help your change last over time.

Conclusion

16 Managing change in action

Congratulations, and thanks for watching this course. Now, you should feel confident in your ability to recognize and manage change.

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