Professional Competencies for Accompanying Change: A Frame of Reference

Louise Lafortune

Preface by Sylvie Turcotte
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Guide for Accompanying Change

Louise Lafortune

This guide complements the books Professional Competencies for Accompanying Change: A Frame of Reference and Professional Accompaniment Model for Change: For Innovative Leadership. Divided into two parts, it deals first with the change accompaniment model and then covers the professional competencies frame of reference. Each section contains excerpts and diagrams from the above works as well as suggested tasks to carry out in order to apply the material in the books. The glossary at the end of the guide further explains and contextualizes the terms and concepts in the model and frame of reference.

The guide is intended for anyone who wishes to use the competency frame of reference and the accompaniment model. You will find ideas to spur reflection and help you develop your own ways of accompanying others.

2009, 108 pages

20$ | 14€

REVIEW SUGGESTIONS

Professional Accompaniment Model for Change
For Innovative Leadership

Louise Lafortune

Increasing globalization, new technologies, and the updating of competencies have considerably impacted the workplace. Major change requires staff to adapt quickly to new situations. It is in this context that the book Professional Accompaniment Model for Change: For Innovative Leadership is a valuable reference tool for reflection, implementation, analysis, and evaluation of a professional change accompaniment process. This process facilitates the updating of practices and the development of professional competencies required to accompany the change. The competencies are fully described in the book Professional Competencies for Accompanying Change: A Frame of Reference, which complements the model.

The model is the result of an accompaniment-research-training project carried out in the field of education. However, the results and consequences of the project to update professional practices will be an inspiration to all individuals, groups, institutions, organizations, and companies wishing to implement directed changes, or changes that include prescriptive elements.

IN ANY ORGANIZATION, MAJOR change brings stimulating challenges. Changing or updating one’s professional practices takes time, and the people involved need training and guidance to navigate this complex process. Change, even if it is prescribed and guided, cannot be imposed. This is why it is necessary to help staff take ownership of the change in order to understand its foundations and advantages.
Using a frame of reference developed in the field of education, this book proposes eight professional competencies required to accompany change. Practiced in context, in interaction with others, and in harmony with the workplace, with its specific culture and ways of doing things, these competencies deal both with the type of accompaniment to use and the professional collaboration that should be developed, as well as the affective aspects of taking action and exercising professional judgment. They emerge in an integrated and complementary way from the reflective practice of the accompaniment providers who help those they accompany to engage in such practice.

The eight competencies form a system that influences, directs, guides, and challenges all the decisions, actions, and judgments of those who accompany the change, in such a way as to encourage staff affected by the change to take ownership of it.

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**SUMMARY**

- **INTRODUCTION**
  Accompaniment Leadership for Implementing Prescribed Change
  Conceptual Basis of the Frame of Reference on Professional Competencies for Accompaniment
- **COMPETENCY 1**
  Take a Stance Conducive to the Process of Accompanying Change
- **COMPETENCY 2**
  Model Reflective Practice When Accompanying Change
- **COMPETENCY 3**
  Take the Affective Domain into Consideration When Accompanying Change
- **COMPETENCY 4**
  Maintain Reflective-Interactive Communication in Preparing for and Facilitating the Change Process
- **COMPETENCY 5**
  Utilize Professional Collaboration to Move the Change Process Ahead
- **COMPETENCY 6**
  Make Use of Action Plans to Accompany the Change Process
- **COMPETENCY 7**
  Use Evaluation in the Change Process
- **COMPETENCY 8**
  Use Professional Judgment, Acting Ethically and Critically