

Industry Spotlight: Celebrating the Heroes of Change and the Rise of Change Management in Project Success

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Later this week at a glitzy venue in central London, the project management community will gather to celebrate outstanding achievements at the *Change Awards* a prestigious industry awards ceremony.

It presents the perfect moment to reflect on a discipline that has become undeniably central to project success. Change management is no longer a secondary consideration, change management is now widely recognized as a fundamental pillar of effective project delivery.

The findings of the **2022 APMG Change Management Foundation candidate survey** offer compelling insights into the growing importance of the Change discipline and the tangible benefits it brings to both individuals and organizations navigating complex transformations – insights that will undoubtedly resonate with the event's attendees.

The survey, drawing from the experiences of 112 certified change management professionals across diverse industries, paints a clear picture: investing in change management capabilities yields significant returns. At its core, project success isn't solely about timelines, budgets, and deliverables; it's fundamentally about people. Any project, regardless of its technical brilliance, will falter if the individuals impacted by the change are not engaged, supported, and guided effectively through the transition. This is precisely where the expertise of skilled change management professionals proves invaluable, and where this week's celebrations will shine a deserved spotlight.

The survey highlights a profound impact on individual careers, of achieving 'change-related' skillsets. And gaining an accredited, change management certification.

An overwhelming **98% of respondents** affirmed that a foundation level Change Management certification made them better change managers, with **97% reporting** increased confidence in their ability to navigate complex change initiatives. This surge in confidence translates directly into more effective strategies and a greater ability to lead people through uncertainty – qualities that undoubtedly support better project outcomes. Furthermore, gaining some form of certification is not just about personal development; it's a clear pathway for career advancement. Nearly a quarter of respondents secured a new role or promotion after certification, and almost half believed it enhanced their earning potential. This underscores the growing recognition within organizations of the specialized skills and knowledge that certified change managers bring to the table; skills that contribute directly to the successful projects we will be applauding tomorrow.

Beyond individual benefits, the survey underscores the immediate and practical application of change management principles within projects. A remarkable 94% of respondents felt equipped to apply their learning directly to their work, and a resounding 100% reported a positive impact on their understanding of change management. This isn't just theoretical knowledge; it's about actionable insights and frameworks that are instrumental in the successful project implementations we will be celebrating tomorrow night. The survey pinpoints the most valued learning areas as **"Change & the Organisation," "Change & the Individual,"** and **"Stakeholder Strategy."** These areas directly address the core challenges of project implementation: understanding the organizational context of change, addressing the human element of transition, and effectively engaging those who have a stake in the outcome – all critical factors in the success stories we see throughout the project delivery space.

The direct feedback from survey participants further reinforces these quantitative findings. It is also interesting that participants reported that they found the learning applicable to their personal lives as well as in a professional setting, highlighting the fundamental and universally relevant nature of effective change management principles – principles that underpin the successful navigation of project-related change.

The statistics speak volumes about the evolving landscape of project management. As projects become increasingly complex and the pace of change accelerates, the ability to manage the human side of these initiatives becomes a critical differentiator between success and failure. The 2022 survey data provides insight that change management is becoming a highly sought-after skill. With increased levels of certified professionals armed with both the knowledge, and confidence to navigate project complexities more effectively.

As we look forward to the awards event, the industry can rightly anticipate the earned recognition of the vital contribution of change management professionals.

Change specialists are the architects of adoption, the facilitators of transition, and the champions of *people* within the project lifecycle. Their expertise ensures that projects not only meet their technical objectives but also deliver sustainable and positive outcomes by bringing people along on the journey. The growing integration of change management as a core discipline within project management, as evidenced

by the 2022 survey, is a testament to its proven value and its indispensable role in achieving true project success – a truth that will be celebrated at the Change Awards.

Let us prepare to applaud these individuals who are making a tangible difference in how organizations navigate change and deliver impactful projects. More on the winners in next week's publication.

The Change Awards, UK. Will be taking place on the 10th April at the Drapper's Hall, London. Sponsored by Investigo and the APMG who'll be presenting for the first time, the 'Change Manager of the Year' category.

To find out more about the APMG Change Management Certification click [Here](#)