

The ADKAR Advantage: Your New Lens for Successful Change

K-to-A Challenge #2: Influence Organizational Change

K-to-A Challenge #2	Challenge #2 Activities: Influence organizational change by integrating with structure and process, which accelerates progress and improves outcomes.
Read	"Part 2: How Groups of People Make a Change"
Commit	Write a personal commitment statement to complete Challenge #2 and the dates you will start and finish the challenge.
Observe	Look for three examples of where ADKAR truths might be applicable for an organization you are part of. (Remember, "organization" is defined as an organized body or group of people with a specific purpose, and can be personal or professional). What do you notice? What insights did you gain?
Experience	<p>Influence an organizational change through the lens of ADKAR:</p> <p>Identify an organizational change you are sponsoring, managing, or are impacted by. It could be a personal or professional change.</p> <p>Record the reason or key driver for making the change.</p> <p>Define the change and the adoption challenge for one impacted group. (Resources: 4 Ps Model Canvas and 10 Aspects of Change Impact Canvas)</p> <p>Conduct an ADKAR Assessment for the impacted group (Resource: ADKAR Assessment - Business Change) to identify the barrier point.</p> <p>Conduct a restraining and driving forces analysis to identify targeted actions to address the barrier point. (Resource: ADKAR Driving and Restraining Forces Canvas - Business Change)</p> <p>Take specific targeted actions to resolve the initial barrier point and any others that follow.</p>

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Stretch	<p>Prepare and deliver an elevator pitch using the information in your 4 P's. Get feedback to improve your message.</p> <p>Consider when you might measure ADKAR progress and the timing of ADKAR outcomes aligned with project milestone dates, ensuring alignment of Ability with "go live." (Resource: ADKAR Outcomes and Milestones Canvas)</p> <p>Complete an ADKAR Blueprint Canvas for the impacted group considering the ART of ADKAR (Activities, Roles, Timelines). (Resource: ADKAR Blueprint Canvas)</p> <p>Learn more about the Prosci Methodology and who in your organization should pursue becoming a Prosci Certified Change Practitioner. (Resource: www.Prosci.com)</p>
Manage	<p>Execute your action plan for the next thirty days:</p> <p>Identify and execute targeted actions to reinforce the change and increase the likelihood that it will occur and be continued. (It is the ADKAR Model not the ADKA Model!)</p> <p>Consider the implications of regressing to a previous barrier point (ADKAR is sequential, not linear). Take specific targeted actions to resolve a barrier point regression and get back on track.</p>
Share	<p>What's your ADKAR story? Tell someone about your experience.</p> <p>What outcomes did you achieve?</p> <p>What do you think the outcome would have been without ADKAR?</p> <p>What insights did you have, or lessons did you learn?</p> <p>How did this experience make you and others feel?</p> <p>What guidance or advice would you give to someone who is new to the Prosci ADKAR Model for an organizational change?</p>
Reinforce	<p>Define and take specific actions that increase the likelihood that the change will be continued. Consider mechanisms and measurements for sustainment of the change.</p>
Celebrate	<p>Do something to acknowledge your success!</p>