

The ADKAR Advantage: Your New Lens for Successful Change

K-to-A Challenge #3: Inspire Others to Build Change Capability

K-to-A Challenge #3	Challenge #3 Activities: Inspire others to build change capability by leveraging proven practices, which results in greater agility and resiliency over time.
Read	"Part 3: How Organizations Become Better at Change"
Commit	Write a personal commitment statement to complete Challenge #3 and the dates you will start and finish the challenge.
Observe	Look for evidence in your organization of change capability. What do you notice? What change management maturity level would you assign to your organization? What insights did you gain?
Experience	<p>Inspire others to build change capability:</p> <p>Look for specific opportunities to attach ADKAR to each of the markers of increasing capability and maturity:</p> <ol style="list-style-type: none"> 1. More effective and more frequent communication about why changes are happening. 2. Broader application of change management on more projects. 3. A more structured approach to change. 4. A shared language for change. <p>Build a compelling story for building change capability as a project and a change.</p> <ol style="list-style-type: none"> 1. Awareness – Why? Why now? What is the risk if you don't build change capability? 2. Desire – What are the personal and organizational motivators? 3. Knowledge – What is your strategy for skills and Knowledge development? (Resource: Role Roster Canvas) 4. Ability – How will you integrate development into job roles and measure Ability as well as improvement? 5. Reinforcement – How will you reward and celebrate improvement? <p>Document your findings and insights over the next thirty days and then share them with someone who might assume the role of the change capability sponsor in your organization.</p>

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Stretch	<p>Consider each of the five observable capability areas for change management maturity (Leadership, Application, Competencies, Standardization, and Socialization) as well as your role in engaging a sponsor or other key roles to improve maturity in each area.</p> <p>Step into the shoes of a change practitioner and take some of the actions to gain greater organizational influence and inspire building change capability:</p> <ol style="list-style-type: none"> 1. Build credibility, trust, and personal competency. 2. Apply ADKAR proven practices. 3. Reframe resistance as change readiness. 4. Lead conscious mindset shifts to effectively apply ADKAR.
Share	<p>What's your ADKAR story? Tell someone about your experience.</p> <p>What outcome(s) 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 building change capability?</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>