

Applying ADKAR to Build Belonging

In this engaging session, your team leaders and team members gain fresh insights and change management tools to help your important diversity, equity, inclusion and justice (DEIJ) initiatives succeed. They learn how to apply Prosci's ADKAR® Model on your initiatives, plus how to address resistance and remove barriers to enable adoption. Delivered to your organization by a Prosci change management leader with DEIJ expertise, this virtual or onsite session lasts one to two hours.

Why Attend This Event?

This session focuses on strategies to help you address challenges you may be facing in moving your DEIJ initiatives and program forward, such as:

- You're experiencing resistance from internal stakeholders around DEIJ issues
- You aren't achieving the results you would like on your DEIJ objectives and projects
- Your organization is currently developing its DEIJ program, and you want to adopt a best practices approach to managing your initiatives to achieve success

Who Is This Event For?

The "Applying ADKAR to Build Belonging" session is especially designed for:

- DEIJ council members
- DEIJ teams
- HR teams
- DEIJ stakeholders
- Executive teams

Agenda (Adapted based on session length)

- Change Management
- DEIJ Initiative Challenges
- An Introduction to ADKAR
- Managing Resistance
- Applying ADKAR to Barrier Points
- Breakout Personas Activity
- Open Q&A
- Reflection and Closing

Have questions?
[Contact us](#) to learn more.

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Outcomes (Adapted based on session length)

This session features proven Prosci practices, applicable Prosci research, and in-session activities, and provides you:

A structured process for managing your DEIJ initiatives

- The ADKAR Model and its elements—*Awareness, Desire, Knowledge, Ability and Reinforcement*
- Why and how individuals must achieve each of the five ADKAR elements to adopt your DEIJ initiatives

An effective way to address resistance to DEIJ initiatives through ADKAR

- How to reframe resistance to gain insights into the values important to employees
- ADKAR tactics for managing resistance and helping individuals move beyond the barriers to adoption

An introduction to the ADKAR Model as a tool to improve change agility and drive change success

- The basics of Prosci's widely adopted ADKAR Model, the elements of successful change, and Prosci tools
- The importance of adopting a structured approach to change management

Direct access to a Prosci leader and expert in change management and DEIJ

- Research findings on the top contributors to success on complex change initiatives
- An open Q&A to tap into your session facilitator's extensive industry and DEIJ experience and knowledge

Resources

- As a session attendee, you will receive:
- A session workbook

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