Apply the Prosci Methodology to Achieve Change Success

The Prosci Methodology is a structured, adaptable and repeatable approach to enable the people-side of change to deliver results. Based on over 25 years of research, the Prosci Methodology organizes what we have learned about people, change and results into a structured, repeatable process practitioners can apply to create change management strategies and plans that increase adoption and usage of a change.

Prosci
PEOPLE. CHANGE. RESULTS.™

ADKAR Model

Describes the five 'building blocks' or elements an individual needs for a change to be successful.

Impacted individual is at the center of the Prosci Methodology. Individual success leads to organizational success.

Prosci Change Triangle Model

A framework that shows the four critical elements of any successful change effort and how they are interrelated: a shared definition of success with leadership/sponsorship, project management and change management.
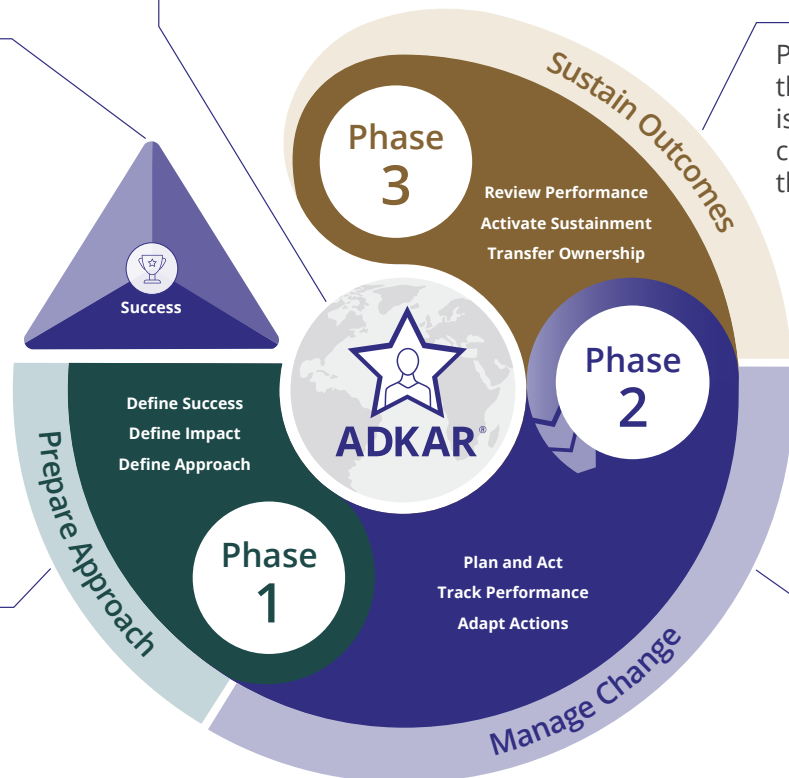
Phase 3 - Sustain Outcomes

Purpose: To realize the value of the change by ensuring the change is adopted and the organization is committed and prepared to sustain the change.

Phase 1 - Prepare Approach

Purpose: To position the change for success by developing a customized and scaled change management strategy with the necessary sponsorship and commitment.

Phase 2 - Manage Change

Purpose: To achieve adoption and usage of the change by creating, implementing and adapting plan(s) that will move individuals and the organization through ADKAR transitions.

Success

Sustain Outcomes

Phase 3
Review Performance
Activate Sustainment
Transfer Ownership

Prepare Approach

Define Success
Define Impact
Define Approach

ADKAR®

Phase 2

Phase 1

Plan and Act
Track Performance
Adapt Actions

Manage Change

Prosci Methodology Scope Statement

What is it: A process to enable the people side of change to deliver results

The Prosci Methodology is a structured, adaptable and repeatable approach to enable the people side of change to deliver results. Based on over 25 years of research, the Prosci Methodology organizes what we have learned about people, change and results into a structured, repeatable process. By applying the Prosci Methodology, practitioners can create change management strategies and plans that increase adoption and usage of a change.

Why use it: Improve change management effectiveness

A structured approach improves change management effectiveness, and therefore increases the likelihood of change success. The Prosci Methodology focuses on individual adoption and usage, while offering a structured process to guide the development and execution of organizational strategies and plans. The Prosci Methodology is unique because it is research based, practitioner-informed and easy to use. The structured approach improves change management effectiveness and increases the likelihood of change success.

Who uses it: Change practitioners

Change practitioners use the Prosci Methodology to develop strategies and plans to achieve adoption and usage on change initiatives. Change practitioners may or may not have a formal title or be a dedicated resource and may fulfill their change management responsibilities under a different title or role.

How to use it: Customize and scale to achieve change success on all types of change initiatives where results and outcomes depend on adoption and usage

The Prosci Methodology includes the Prosci 3-Phase Process that equips practitioners with a purpose driven, outcome-oriented process to drive adoption and usage of a change. Because the Prosci Methodology is based on helping individuals through their ADKAR journeys, it can be applied to changes of any size and complexity. It can also be adapted to work with a variety of solution development methods or approaches.

When to use it: Ideally, at project initiation

The Prosci Methodology is designed to begin at project initiation but can be applied and adapted to accommodate later entry points in the project lifecycle.

Limitations: The Prosci Methodology is not designed to help you decide what to change

The Prosci Methodology is based on the assumption that the senior leaders of an organization have defined why a change is required and what needs to change. The Prosci Methodology is not designed to determine if the change is the right change, for the right reason at the right time. It is also not designed to develop the technical solution for a specific issue or opportunity.