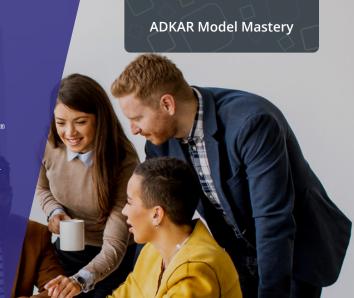# ADKAR® Model Mastery Training Programs

Prosci®

ADKAR Model Mastery Level 1: Prevent Change Resistance

In Prosci's Prevent Change Resistance program, you'll build on your ADKAR® Blueprint knowledge and skills attained in the Certification or Practitioner Program, plus gain access to Prosci's ADKAR Body of Knowledge. With your new skills and insights, you can prevent resistance and build readiness for change—and deliver better ADKAR outcomes that lead to change success.

Prerequisite: Prosci Change Management Certification Program or Prosci Change Management Practitioner Program

Why Attend This Program?

The ADKAR Blueprint provides a template for capturing the essential information needed to support ADKAR transitions for individuals and groups impacted by a change. This one-day ADKAR Model Mastery Level 1 program that focuses on the ADKAR Blueprint enables you to:

- Effectively engage change leaders to partner with you in developing and implementing the ADKAR Blueprint
- Build change readiness by proactively preparing, equipping and supporting people to adopt and use a change
- Anticipate root causes of barrier points to prevent potential sources of resistance and move the change forward

Who Is This Course For?

The Prevent Change Resistance program is designed for both new and experienced practitioners wanting to use a proactive, collaborative approach to building and implementing the ADKAR Blueprint.

Learning Objectives

Through the Prevent Change Resistance program, you will learn how to:

- **Apply the ADKAR Model to Prevent Resistance** – Proactively apply the ADKAR Model to prevent avoidable resistance and build readiness for change.
- **Build an ADKAR Blueprint** – Apply proven practices and anticipate root causes of barrier points to build an ADKAR Blueprint to achieve ADKAR outcomes.
- **Engage and Involve Key Stakeholders** – Select and apply an effective approach to engage key stakeholders in building an ADKAR Blueprint.
- **Activate Change Leaders** – Activate sponsors and people managers to fulfill their change roles and implement the ADKAR Blueprint.

Have questions? Contact us to learn more.

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Agenda

- Welcome and Connection
- Review the Uses of the ADKAR Model
- Prevent Resistance by Building Change Readiness
- Introduction to the ADKAR Blueprint
- Build an ADKAR Blueprint
- Extended Break
- Engage and Involve Key Stakeholders
- Activate Change Leaders
- Track ADKAR Outcomes
- Next Steps and Close

Tools and Resources Included

As a course participant, you gain access to industry-leading content and tools:

- One-year subscription to digital content, guidance and resources in the Prosci Hub Solution Suite, including:
  - **Knowledge Hub** – Applying the ADKAR Model
  - **Research Hub** – Access to over 20 years of best practices in change management research including the Applications of ADKAR Research Study
- Digital program workbook

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ADKAR Model Mastery Level 2: Resolve Persistent Barriers

In Prosci's Resolve Persistent Barriers program, you'll build on what you learned in the Practitioner or Certification Program about addressing resistance that threatens project success. Advance your skills for conducting and analyzing ADKAR® Assessments, plus gain access to Prosci's ADKAR Body of Knowledge. And learn how to effectively resolve the root causes of persistent resistance to your change initiatives.

Prerequisite: Prosci Change Management Certification or Practitioner Program, plus ADKAR Model Mastery Level 1.

Why Attend This Program?

The ADKAR Assessment gives you a snapshot of ADKAR scores for individuals or groups to guide your change management planning activities. This one-day ADKAR Model Mastery Level 2 program that focuses on the ADKAR Assessment enables you to:

- Effectively conduct and analyze ADKAR Assessments to identify root causes of resistance to change initiatives
- Use your assessment results and data-driven research to address persistent resistance and improve project outcomes
- Develop the skills of senior leaders and people managers to help resolve resistance on current and future changes

Who Is This Course For?

The Resolve Persistent Barriers program is designed for both new and experienced practitioners wanting to skillfully conduct ADKAR Assessments, and effectively interpret and act on the results.

Learning Objectives

Through the Resolve Persistent Barriers program, you will learn how to:

- **Apply the ADKAR Model to Resolve Barriers** – Reactively apply the ADKAR Model to address unavoidable resistance and resolve barriers to change.
- **Track ADKAR Outcomes** – Conduct ADKAR Assessments to monitor the progress of individual and group transitions required to achieve ADKAR outcomes.
- **Analyze ADKAR Assessments** – Identify the presence of persistent barrier points, and assess the associated risk to achieving ADKAR outcomes.
- **Resolve Persistent Barrier Points** – Promote mindsets to effectively anticipate resistance, and implement adaptive actions to resolve persistent barrier points.

Have questions? Contact us to learn more.

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Agenda

- Welcome and Connection
- Review ADKAR Model Mastery Level 1
- Track ADKAR Outcomes
- Conduct ADKAR Assessments
- Analyze ADKAR Assessment Results
- Extended Break
- Understand, Anticipate and Address Resistance
- Adapt Actions to Resolve Barriers to Change
- Roles to Resolve Barriers to Change
- Next Steps and Close

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