

# Introduction to ADKAR eLearning Module

Creating a common language for change is one of the most powerful attributes of a change capable organization. The Introduction to ADKAR eLearning module empowers employees to understand their own change process and achieve better outcomes using the Prosci® ADKAR® Model. Participants apply the ADKAR model to a change they face, resulting in actionable insights and a common language for change.



## Who Is This Course For?

This module is for anyone being impacted by change. It provides a framework for individual change that is focused on identifying the root cause of change obstacles and accelerating the change process.

Through this interactive virtual learning experience, participants will gain an understanding of change as a process and will walk away with a new lens for viewing change: ADKAR. Learners will be able to use this new perspective to influence change in themselves and others. As a result, they can feel confident implementing this change process in their personal and professional lives rather than feeling anxious in the face of change.

ADKAR is an acronym that represents the five outcomes an individual must achieve for change to be successful: awareness, desire, knowledge, ability, and reinforcement.

## Learning Objectives

During this forty-five minute eLearning module, learners will:

- Understand why some changes are easy to commit to and yield the results they want, while others are not as easy or successful
- Learn a new way to look at change that helps them take action and be more successful when facing the uncertainty of change
- Pinpoint where they are in a change process, understand why they may be stuck, and identify actionable steps to move forward
- Apply this new, structured way of viewing change to help them be more effective in their life and work
- Learn a new language for change that can be used to discuss ongoing changes with their colleagues

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## Agenda

The following sections are covered in this module:

### Change is Individual

#### The Prosci ADKAR Model:

- Awareness
- Desire
- Knowledge
- Ability
- Reinforcement

### Understanding the Barrier Point to Change

### Applying ADKAR with Others

## Experiential Learning

Participants will build a foundational understanding of ADKAR by applying the model throughout the module to a change they are currently experiencing. Learners will be guided to identify their own barrier point and ways to overcome their challenges in change. The module concludes with a downloadable output of the learner's ADKAR profile which can be immediately acted upon.

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