

Table of Contents: Advanced Change Management Program

Total Duration: 8 Hours (Including Breaks)

DAY 1 — 8 HOURS SESSION

Module 1: ADKAR Model – Advanced Diagnostics (Core Focus)

- Overview and quick recap of the ADKAR Model
- Understanding the five ADKAR elements: Awareness, Desire, Knowledge, Ability, Reinforcement
- Identifying behavioural barriers at each stage of ADKAR
- Diagnosing resistance patterns using surveys, interviews and pulse checks
- Building ADKAR profiles for different employee groups
- Linking ADKAR outcomes with adoption and business performance metrics

Module 2: Manage Change – Planning, Integration and Execution

- Developing structured change management plans
- Sponsor and leadership engagement strategies
- Manager coaching and communication planning
- Training strategies for building employee capability
- Resistance management planning using root cause analysis
- Integrating change management with project management milestones
- Tracking adoption, engagement and performance metrics

Module 3: Sustain Outcomes – Reinforcement and Long Term Adoption

- Transferring ownership of change to operational leaders
- Using ADKAR metrics and KPIs to measure change success
- Reinforcement strategies to sustain behavioural change
- Preventing regression and resistance relapse

- Corrective interventions: re■communication and retraining
- Embedding change into culture, SOPs and performance systems

Practical Activities & Workshops

- ADKAR barrier identification exercise using real organizational scenarios
- Creating an ADKAR diagnostic assessment for an employee group
- Designing corrective action strategies for ADKAR gaps
- Group activity: Build an ADKAR■based change adoption roadmap

Session Structure (8 Hours Including Breaks)

Duration	Activity
1 Hour 30 Minutes	ADKAR Model Deep Dive
15 Minutes	Coffee / Tea Break
1 Hour 15 Minutes	ADKAR Diagnostics & Barrier Identification Workshop
45 Minutes	Lunch Break
2 Hours	Manage Change – Planning & Integration
15 Minutes	Coffee / Emergency Break
2 Hours	Sustain Outcomes, Reinforcement Strategies & Q&A