

# CHANGE MANAGEMENT MODEL

- REFLECT ON WHAT IT WILL LOOK LIKE WHEN THE PROBLEM IS SOLVED AND YOU HAVE ACCOMPLISHED YOUR GOAL AS A TEAM OR ORGANIZATION.
- OUTLINE THE CHANGE PROCESS GOALS THAT YOU WILL FOLLOW FOR EACH PHASE OF THE ADKAR MODEL BY HAITT.
- RATE WHERE YOU SEE YOUR LEADERS AND STAKEHOLDERS AT THE CURRENT TIME (E.G., 1-5; 5 IS THE HIGHEST-1 IS THE LOWEST)

Describe Does Success Looks Like

## UNPACKING THE CHANGE MANAGEMENT PROCESS

<p style="text-align: center;"><b>Awareness</b></p> <p>What steps do you need to take to make leaders and stakeholders aware of the changes needed in the organization?</p> <p><b>Rate Leaders and Stakeholders:</b></p>	
<p style="text-align: center;"><b>Desire</b></p> <p>What actions do you need to take to ensure that leaders and stakeholders buy in to the change process in the organization?</p> <p><b>Rate Leaders and Stakeholders:</b></p>	
<p style="text-align: center;"><b>Knowledge</b></p> <p>What knowledge do leaders and stakeholders need to learn to be able to implement the change in the organization?</p> <p><b>Rate Leaders and Stakeholders:</b></p>	
<p style="text-align: center;"><b>Ability</b></p> <p>What skills and processes do leaders and stakeholders need to master to implement the change in the organization?</p> <p><b>Rate Leaders and Stakeholders:</b></p>	
<p style="text-align: center;"><b>Reinforcement</b></p> <p>What actions do you leaders and stakeholders need to take to maintain the change in the organization?</p> <p><b>Rate Leaders and Stakeholders:</b></p>	