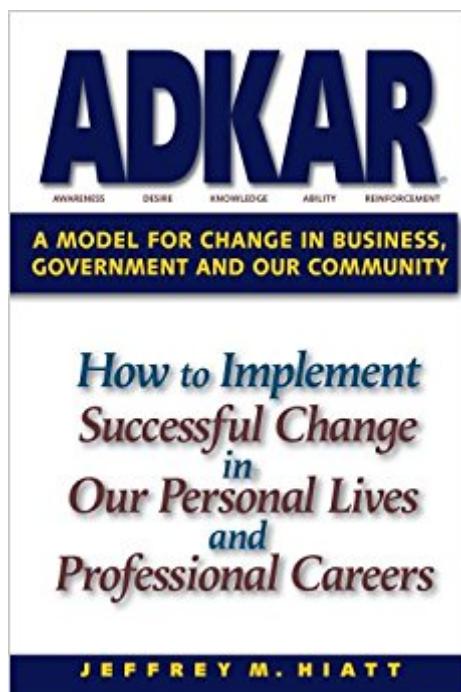


The book was found

ADKAR: A Model For Change In Business, Government And Our Community



Synopsis

Why do some changes fail while others succeed? How can you make sense of the many tools and approaches for managing change? How can you lead change successfully, both in your personal life and professional career? After more than 14 years of research with corporate change, the ADKAR model has emerged as a holistic approach that brings together the collection of change management work into a simple, results oriented model. This model ties together all aspects of change management including readiness assessments, sponsorship, communications, coaching, training and resistance management. All of these activities are placed into a framework that is oriented on the required phases for realizing change with individuals and the organization. The ADKAR perspective can help you develop a "new lens" through which to observe and influence change. You may be working for change in your public school system or in a small city council. You may be sponsoring change in your department at work. You may be observing large changes that are being attempted at the highest levels of government or you may be leading an enterprise-wide change initiative. The perspective enabled by the ADKAR model allows you to view change in a new way. You can begin to see the barrier points and understand the levers that can move your changes forward. ADKAR allows you to understand why some changes succeed while others fail. Most importantly, ADKAR can help your changes be a success. Based on research with more than 1100 companies from 59 countries, ADKAR is a simple and holistic way to manage change.

Book Information

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Customer Reviews

ADKAR is one of those concepts that will profoundly change the way you interact with others, both personally and professionally. -- James J. Schnaible, City of Albuquerque is easy enough for a novice to follow and comprehensive enough for an expert to appreciate. -- Rita Wilkins, MSMOB, Planned Care Coordinator, Lake County Health Department and Community Health Center This is a must read for all executives and managers at all levels. --Jeffrey A. Randall, PhD, PMP, CACI International Inc.

Jeff Hiatt is the president of Prosci Research and founder of the Change Management Learning Center. He is the author of the book Employee's Survival Guide to Change and co-author of Change Management: the people side of change. Jeff was a Distinguished Member of the Technical Staff at Bell Laboratories from 1985 to 1995 where he co-authored Winning with Quality, a story of business and quality improvement for one of AT&T's product divisions. After founding Prosci in 1996, he has led research in change management with more than 900 companies from 59 countries. He is also a frequent guest speaker for executive leadership teams and conferences.

Text I bought as source for some Doctoral course work. ADKAR is fine for "people centric" change management, but still follows the same old engineer based requirements, design, implement procedures. Prosci training is the "thing" which uses ADKAR as its curriculum as Hiatt owns the company. In reality I've used parts of it in change management projects but have never followed it to the letter. It really depends on the organization.

Every church is changing. This might be a truth that is denied, but the reality exists. This book helps with the process of change. Over the years, I have read countless books on change and the process of change from business perspectives to church materials, and most times, the material is good and too complex. There is too much to think about which causes confusion. This book is different. It is a simple path forward for a church or any organization. It is a quick read, that is packed full of relevant and helpful material. The process is easy to follow, as each letter stands for a word. It is Awareness, Desire, Knowledge, Ability, and Reinforcement. In reading the book, I saw numerous places in which the church struggles in following through on change. This is a good book for churches because of the simplicity of the material and model. Well worth a leader's time.

Of all the formulations and processes for change management anyone can conceive of few can approach the simplicity of the ADKAR model. Simply put: ADKAR is Awareness, Desire,

Knowledge, Ability and Re-enforcement. It is a sequential process one building on the prior step until you move all the way through the model. Applying the model is just as straight forward. You wouldn't be successful in trying to get a group of employees to follow a different process if they are not walked through all of the required steps. Reflect back on when you were asked to do something in a new and different way. What comes to mind? If you asked, "Why are we doing this?," followed by, "What's in it for me?," you are getting the message clearly. I apply this model in all of my change and project management efforts as it does work. It is simple to use and simple to explain. If you wish to excel in management especially in the project and change management fields I recommend you read this book and apply the concepts. It is what I like to consider Change Management 101.

Good read. Logical and applicable. Even without the PROSCI change management training, it made good sense. Provides insightful perspective's that can be acted upon.

Recommend this book for a quick summary of the ADKAR methodology - its a easy and great read.

Good Read !

Change Management Essentials! A modern way of working, taking into account stakeholders, providing guidelines to the sponsors. A lot of proveed tools.

I've been searching for a methodology that could be used as a change agent in amassive traditional industry that is undergoing transformational change on a scale and scope not seen since the industrial revolution. ADKAR is that methodology.

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