ADKAR Mastery: Prosci Change Management Frameworks

13 - 17 Jan 2026
Sharm El-Sheikh

AGILE LEADERS
Training Center

ADKAR Mastery: Prosci Change Management Frameworks

Ref.: 57_37446 **Date:** 13 - 17 Jan 2026 **Location:** Sharm El-Sheikh **Fees:** 4100 **Euro**

Course Overview:

"ADKAR Change Management: Master Prosci Framework Training Course" is a specialized 5-day corporate program designed to equip change agents, leaders, and project professionals with the practical knowledge and tools to implement successful organizational change. Leveraging the globally recognized Prosci ADKAR Model—Awareness, Desire, Knowledge, Ability, and Reinforcement—this course bridges the gap between theory and real-world application. Participants will explore how to overcome resistance, align change with business goals, and embed change into corporate culture using structured methodologies.

Target Audience:

- Change management professionals
- HR and L&D specialists
- Project managers
- Executives and department heads
- Internal consultants and transformation officers
- Change sponsors and team leaders

Targeted Organizational Departments:

- Human Resources HR
- Learning & Development L&D
- Project Management Office PMO
- Strategy and Transformation
- IT and Digital Transformation
- Organizational Development

Targeted Industries:

- Healthcare and pharmaceuticals
- Oil & gas and energy
- Financial services and banking
- Telecommunications and IT
- Government and public administration
- Manufacturing and logistics

Course Offerings:

By the end of this course, participants will be able to:

- Apply the ADKAR model in both individual and organizational change
- Diagnose and manage resistance using ADKAR strategies
- Build strategic change plans aligned with business goals
- Facilitate stakeholder engagement and sponsorship
- Embed sustainable change through reinforcement mechanisms
- Translate theory into practice via change agent training programs

Training Methodology:

This interactive course uses a blend of instructor-led sessions, real-world case studies, peer collaboration, simulations, and structured ADKAR exercises. Participants will engage in group discussions, resistance scenario analysis, and executive change sponsor training simulations. Emphasis will be placed on hands-on learning through coaching activities, role plays, and actionable toolkits. ADKAR assessments and knowledge-to-ability practice are embedded to simulate organizational change scenarios.

Course Toolbox:

- ADKAR assessment worksheets
- Change readiness checklists
- Role-based communication templates
- Reinforcement planning guides
- Change impact analysis framework
- Sample resistance management plans

Course Agenda:

Day 1: Building the Foundation of ADKAR-Based Change Management

- **Topic 1:** Introduction to Prosci Change Management Framework
- **Topic 2:** Understanding Change at the Individual vs. Organizational Level
- **Topic 3:** The Five Elements of ADKAR Explained
- **Topic 4:** Business Cases for Change Management with ADKAR
- **Topic 5:** The Role of Change Agents and Project Managers
- **Topic 6:** Creating a Change-Ready Organization
- **Reflection & Review:** Lessons from Case Studies in Organizational Change

Day 2: Driving Awareness and Cultivating Desire for Organizational Change

- **Topic 1:** Building Awareness for the Need to Change
- **Topic 2:** Common Barriers to Awareness and How to Overcome Them
- **Topic 3:** Creating Desire: From Resistance to Motivation
- **Topic 4:** Personal Motivation vs Organizational Messaging
- **Topic 5:** ADKAR in Stakeholder Engagement and Executive Alignment
- **Topic 6:** Overcoming Resistance Through Communication
- **Reflection & Review:** Awareness to Desire Mapping Activity

Day 3: Developing Knowledge and Enabling Ability for Sustainable Change

- **Topic 1:** How and When to Deliver Change Training
- **Topic 2:** Identifying Knowledge Gaps and Learning Needs
- **Topic 3:** Enabling Practical Application Ability
- **Topic 4:** Coaching Employees Through Change
- **Topic 5:** Addressing Ability Gaps with Mentorship and Support
- **Topic 6:** Building Role-Specific Change Capabilities
- **Reflection & Review:** Knowledge-to-Ability Simulation Exercise

Day 4: Reinforcing New Behaviors and Embedding Lasting Change

- **Topic 1:** Why Change Fades: The Habit Trap
- **Topic 2:** Designing Reinforcement Mechanisms
- **Topic 3:** Feedback Loops and Recognition Programs
- **Topic 4:** Linking Change to KPIs and Performance
- **Topic 5:** Avoiding Change Fatigue and Reversion
- **Topic 6:** Institutionalizing Change in Culture
- **Reflection & Review:** Reinforcement Planning Workshop

Day 5: Leading Strategic Change and Scaling Organizational Capability

- **Topic 1:** Aligning ADKAR with Project Management Methodologies Agile, Waterfall
- **Topic 2:** Building Change Capability Across the Organization
- **Topic 3:** Strategic Change Enablement and Future-Ready Culture
- **Topic 4:** Change Leadership in VUCA Environments
- **Topic 5:** Certification Pathways and ADKAR Practitioner Tools
- **Topic 6:** Finalizing Personal and Team Action Plans
- **Reflection & Review:** Final Assessment and Personal Change Action Plan

FAQ:

What specific qualifications or prerequisites are needed for participants before enrolling in the course?

This course requires no formal prerequisites. It is suitable for professionals engaged in or leading organizational change.

How long is each day's session, and is there a total number of hours required for the entire course?

Each day's session is generally structured to last around 4-5 hours, with breaks and interactive activities included. The total course duration spans five days, approximately 20-25 hours of instruction.

How is the ADKAR Model different from other change management frameworks?

Unlike generic models, the ADKAR model uniquely focuses on the individual as the unit of change. Its sequential structure Awareness, Desire, Knowledge, Ability, Reinforcement ensures clear measurement and action across each phase of change. It offers practical diagnostics to assess and manage the people side of change using validated insights from Prosci's global research.

How This Course is Different from Other ADKAR Change Management Courses:

This course delivers a distinctive blend of ADKAR model mastery and real-world change leadership training. It stands out by incorporating both strategic frameworks and tactical applications—not just academic theory. Participants gain not only a roadmap for implementing the Prosci framework but also role-based skill-building in resistance management, coaching, and leadership alignment.

Training Course Categories

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Agile PM and Project Management Training Courses

Certified Courses By International Bodies

Communication and Public Relations Training Courses

Data Analytics Training and Data Science Courses

Environment & Sustainability Training Courses

Governance, Risk and Compliance Training Courses

Human Resources Training and Development Courses

IT Security Training & IT Training Courses

Leadership and Management Training Courses

Legal Training, Procurement and Contracting Courses

Maintenance Training and Engineering Training Courses

Training Course Categories

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Occupational Health, Safety and Security Training Courses

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Quality and Operations Management Training Courses

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Zoom - Online Training

WHO WE ARE

Agile Leaders is a renowned training center with a team of experienced experts in vocational training and development. With 20 years of industry experience, we are committed to helping executives and managers replace traditional practices with more effective and agile approaches.

OUR VISION

We aspire to be the top choice training provider for organizations seeking to embrace agile business practices. As we progress towards our vision, our focus becomes increasingly customer-centric and agile.

OUR MISSION

We are dedicated to developing value-adding, customer-centric agile training courses that deliver a clear return on investment. Guided by our core agile values, we ensure our training is actionable and impactful.

WHAT DO WE OFFER

At Agile Leaders, we offer agile, bite-sized training courses that provide a real-life return on investment. Our courses focus on enhancing knowledge, improving skills, and changing attitudes. We achieve this through engaging and interactive training techniques, including Q&As, live discussions, games, and puzzles.

AGILE LEADERS
Training Center

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