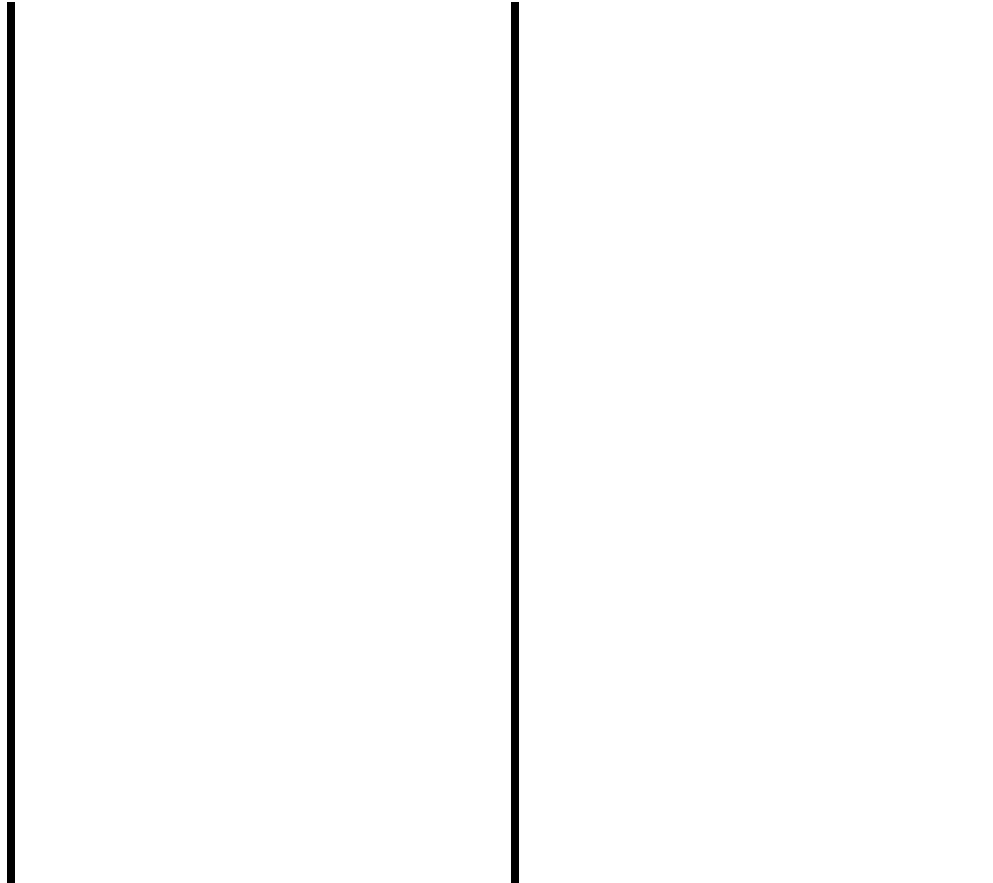


P-P-P-P exercise

Connect the people side of change to project objectives and results



The P-P-P-P exercise is a powerful way to connect change management to the objectives and intended results of an organizational change initiative. It allows you to see and show the connection between what a project intends to do and the people who ultimately bring the change to life. A tutorial presenting the exercise can be found at: www.change-management.com/tutorial-connecting-cm-business-results.htm

States of change

Address complex changes in terms of manageable individual transitions

For a project you are currently working on,
describe the future state from the perspective
of the **ORGANIZATION**

For the same project, describe five of the
INDIVIDUAL future states that must be reached
for the organization to reach the future state

- 1.
- 2.
- 3.
- 4.
- 5.

The *States of change* analysis is an effective way of making the point that the individual is the unit of change. Or, said another way, that organizational change occurs one individual at a time. Prosci's Change Management Methodology includes both organizational tools and an individual model for driving effective change. Read more at: www.change-management.com/change-management-process.htm

The ADKAR® Model

The five building blocks of successful change

A wareness	of the need for change		
D esire	to participate and support the change		
K nowledge	on how to change		
A bility	to implement required skills and behaviors		
R einforcement	to sustain the change		

Prosci's ADKAR® Model forms the foundation of successful change by describing the building blocks that an individual must have for any change to be successful – whether that change is happening at work, at home or in the community. [ADKAR: a model for change](http://www.change-management.com/adkar-book.htm) is the definitive work on ADKAR and is available in paperback or as an MP3 file at: www.change-management.com/adkar-book.htm