

1

## Navigating AI Adoption With ADKAR

### Laying the Foundation for AI and Change

- Industry Disruption
- Organizational Disruption
- Job Disruption
- Task Disruption
- Foundational Perspectives

### What is the Nature of the Change?

**Organizational:**  
Tailored Technologies and Pervasive Proficiencies

**Individual:**  
AI Workflow Integration

### Applying ADKAR to AI Adoption

Awareness, Desire, Knowledge, Ability, and Reinforcement to **confidently and competently integrate AI to improve my work and increase my impact**

© Prosci, Inc. All Rights Reserved. **Prosci** | 2

2

# Navigating AI Adoption with ADKAR

www.prosci.com/webinars

## Prosci Overview

We help individuals and organizations build their own change management competencies.

### Value Drivers

- Research-based
- Holistic
- Easy-to-use
- Results focused

## Who We Are

**Founded:** 1994  
**Global Headquarters:** Fort Collins, Colorado, U.S.

**Regional Offices:**

Canada	Denmark	Italy
Mexico	Belgium	Luxembourg
Brazil	France	Netherlands
Colombia	Spain	Switzerland
Chile	Australia	
U.K.	Singapore	

### At a Glance

<b>25+</b> Years of Research	<b>12</b> Longitudinal Studies	<b>80%</b> of Fortune 100 Companies Partner With Prosci
<b>100,000+</b> People Trained and Certified Worldwide	<b>20</b> Authorized Global Partners	<b>11</b> Translated Languages for Solutions

© Prosci, Inc. All Rights Reserved. **Prosci** | 3

3

## What AI tools and technologies are organizations around the world in the process of adopting?

Here's what we heard from 1,235 participants who registered for one of our webinars about adopting AI.

### Current Role

Manager	34%
Consultant	29%
Director	14%
Associate	9%
Other	7%
SVP/ VP	4%
C-Suite	2%
Admin	2%
Student	0%

Country: All

### What AI tools and technologies is your organization in the process of adopting?

Microsoft Copilot	48%
OpenAI ChatGPT	39%
Salesforce Einstein	5%
Google Gemini AI	3%
Internal AI Tools	2%
Other	2%
Anthropic Claude	1%
Adobe	0%
Coveo	0%

### Number of AI tools used

1	61%
2	29%
3	7%
4	1%
5	0%
6	0%
7	0%
8	1%

**About You:**  
AI adoption and usage by 1,235 webinar attendees

**Prosci**

4

# Navigating AI Adoption with ADKAR

www.prosci.com/webinars

## Navigating AI Adoption With ADKAR

### Laying the Foundation for AI and Change

Industry Disruption  
Organizational Disruption  
Job Disruption  
Task Disruption  
Foundational Perspectives

### What is the Nature of the Change?

**Organizational:**  
Tailored Technologies and Pervasive Proficiencies  
**Individual:**  
AI Workflow Integration

### Applying ADKAR to AI Adoption

Awareness, Desire, Knowledge, Ability, and Reinforcement to **confidently and competently integrate AI to improve my work and increase my impact**

© Prosci, Inc. All Rights Reserved.

Prosci

5

5

## AI and Change



Industry Disruption

Organizational Disruption

Task Disruption

Job Disruption

© Prosci, Inc. All Rights Reserved.

Prosci

6

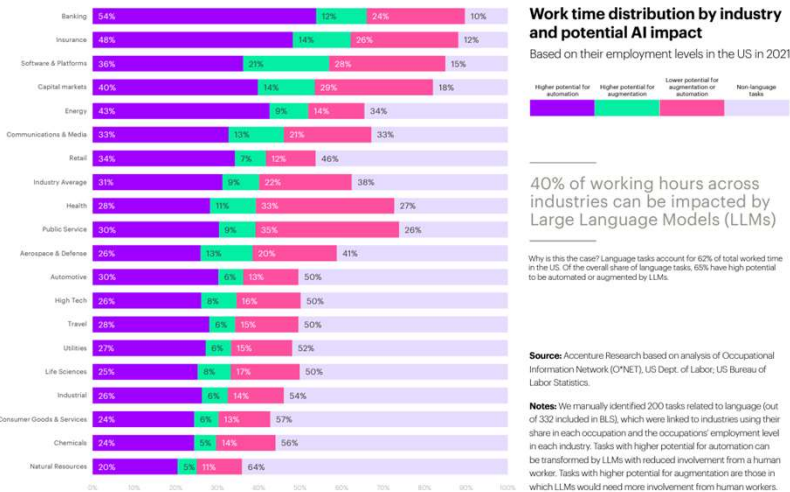
6

## AI and Change: Industry Disruption

**A new era of generative AI for everyone**  
The technology underpinning ChatGPT will transform work and reinvent business



Figure 3: Generative AI will transform work across industries



© Prosci, Inc. All Rights Reserved.



7

7

## AI and Change: Organizational Disruption



### Efficiency

How can we do what we do already better, faster, more effectively?

### Growth

How can we explore and expand into new opportunities?

### Transformation

How can we reimagine our operations, our services, and our value?

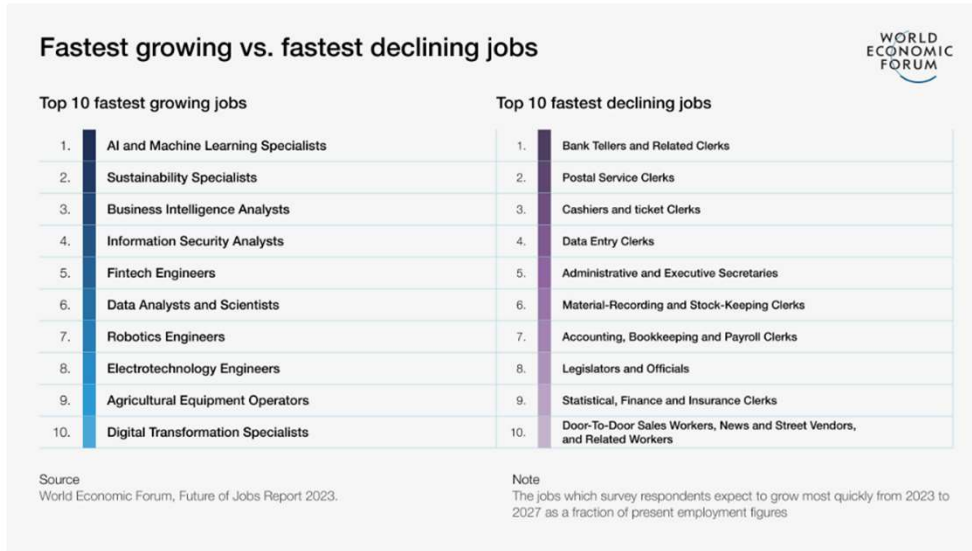
© Prosci, Inc. All Rights Reserved.



8

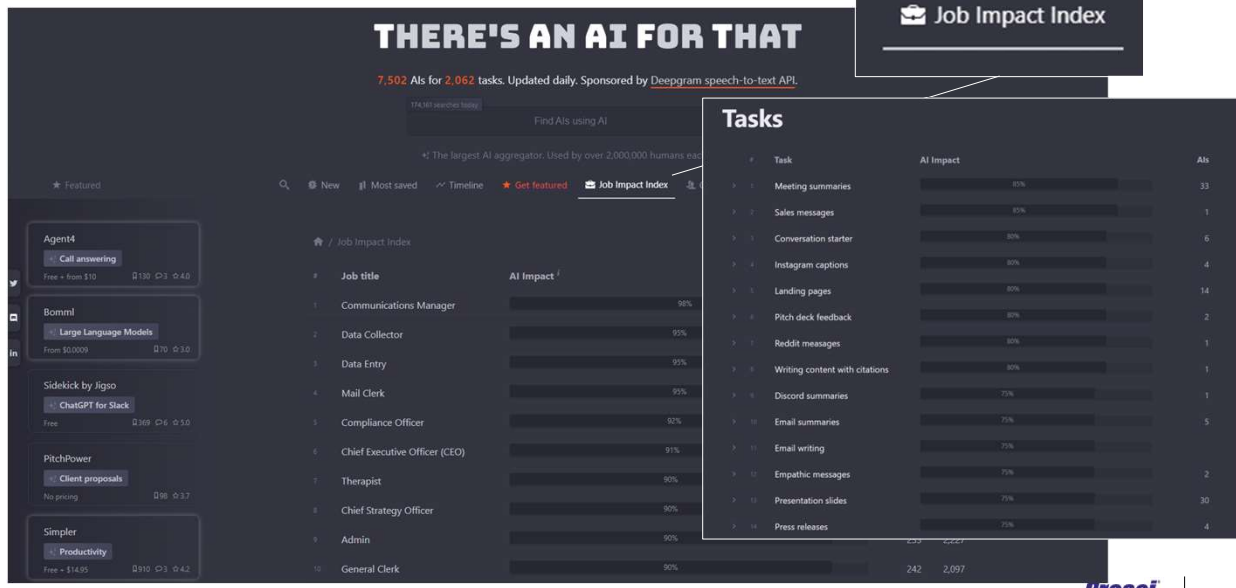
8

## AI and Change: Job Disruption



9

## AI and Change: Task/Job Disruption



10



# Navigating AI Adoption with ADKAR

www.prosci.com/webinars

GenAI:  
A Word  
Probability  
Mashup  
Artist



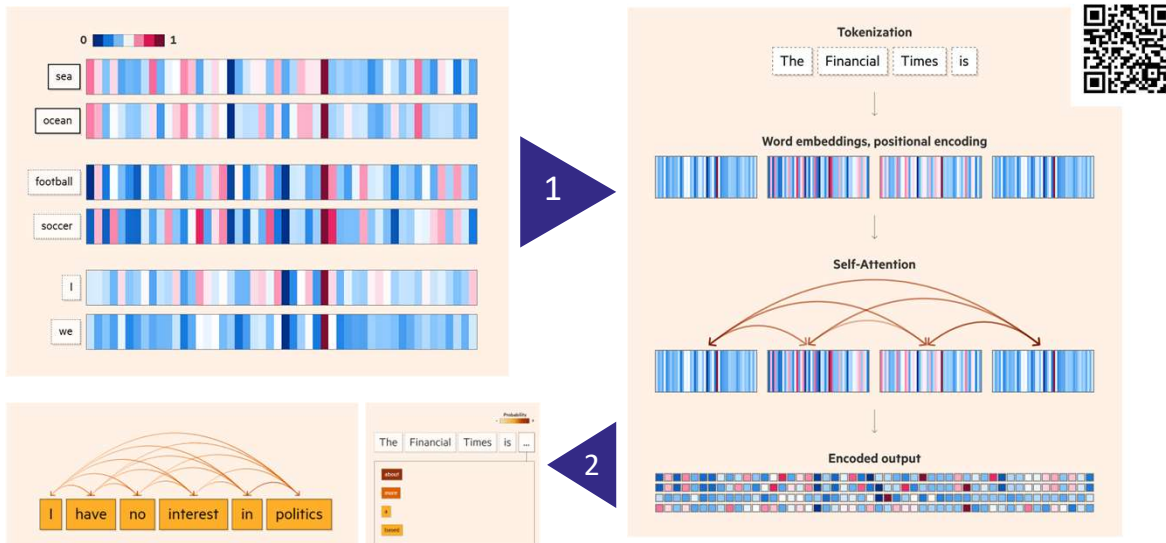
© Prosci, Inc. All Rights Reserved.

Prosci

11

11

Best Explanation I've Seen: <https://ig.ft.com/generative-ai/>



© Prosci, Inc. All Rights Reserved.

Prosci

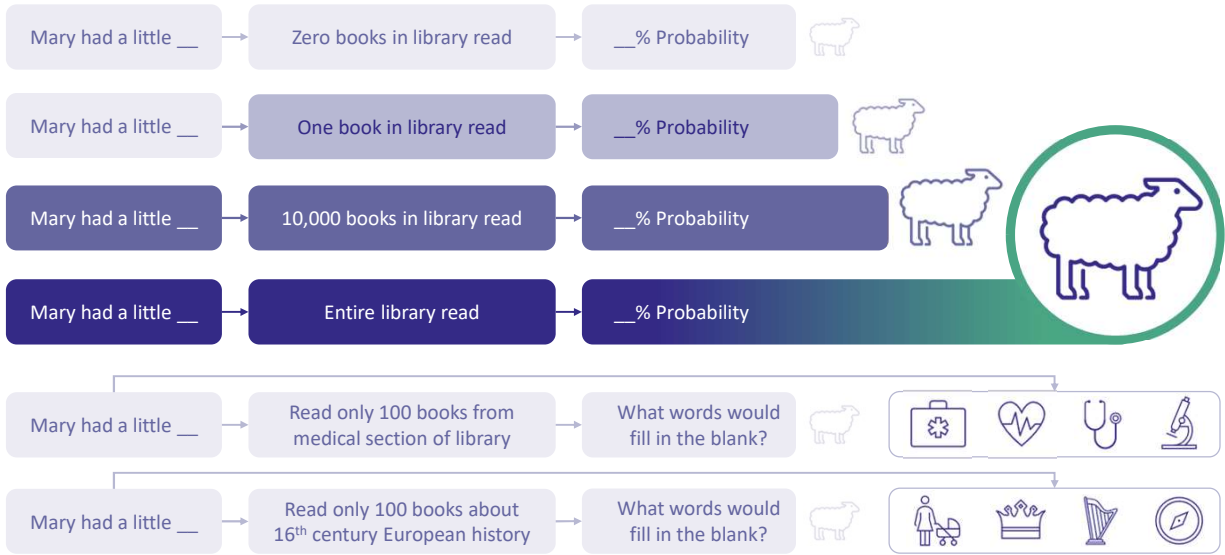
12

12

# Navigating AI Adoption with ADKAR

www.prosci.com/webinars

## Large Language Models = Probability Math of the Next Word



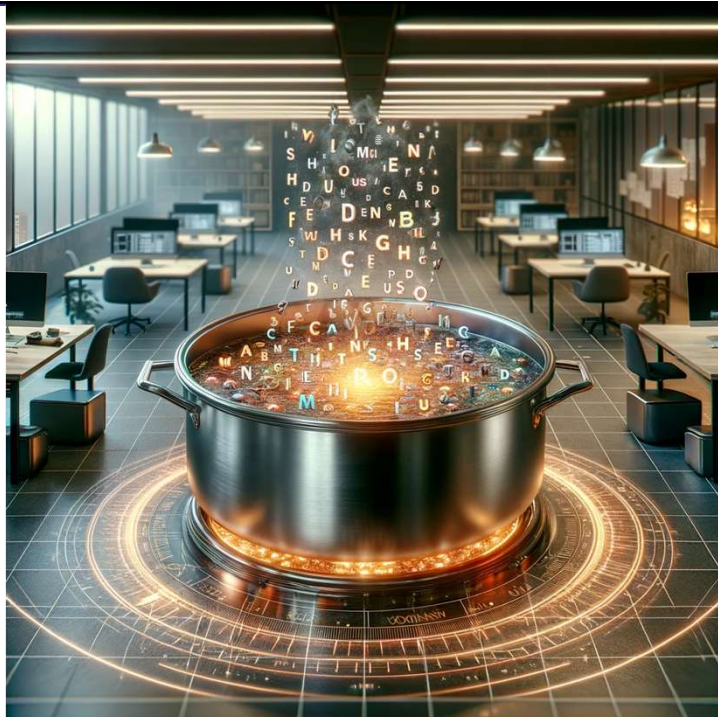
© Prosci, Inc. All Rights Reserved.

Prosci

13

13

Words  
to  
Keywords  
to  
Words  
(again)



© Prosci, Inc. All Rights Reserved.

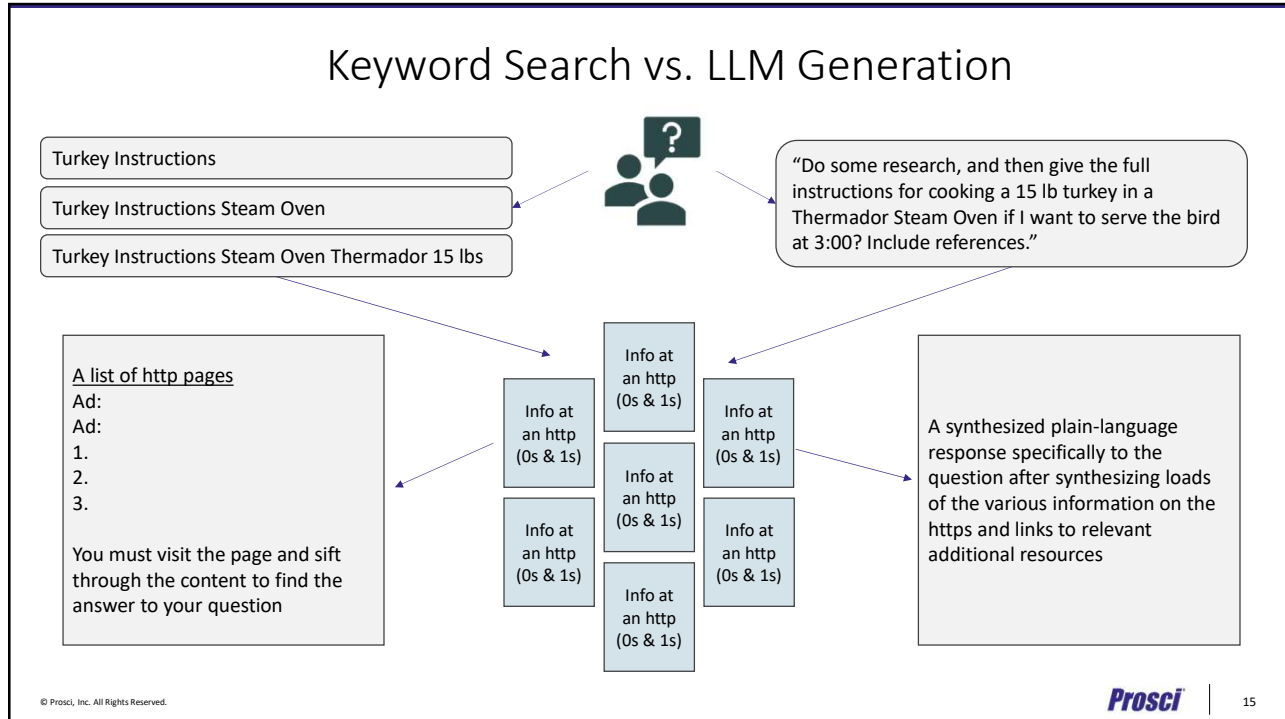
Prosci

14

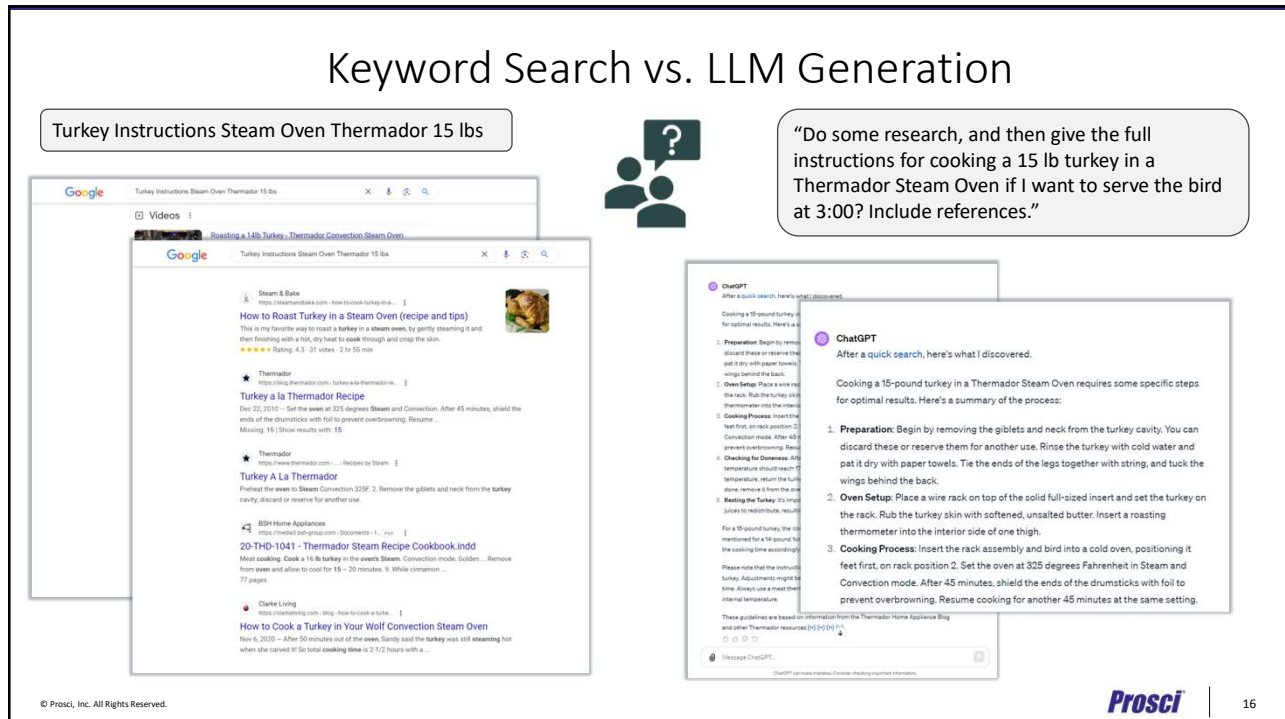
14

# Navigating AI Adoption with ADKAR

www.prosci.com/webinars



15



16



# Navigating AI Adoption with ADKAR

www.prosci.com/webinars

## TextFlex



© Prosci, Inc. All Rights Reserved.

Prosci

17

17

## GenAI Capability: “Text Flex”

Tim Creasey, Prosci’s Chief Innovation Officer, is a dynamic presenter, researcher, and thought leader on managing the people side of projects and initiatives to deliver organizational results. His work forms the foundation of the largest body of knowledge in the world on change management. Through conference keynotes, presentations, webinars, and articles, he advances the discipline of change management by moving it out of the soft and fuzzy realm toward a structured, rigorous approach for driving benefit realization and value creation. Tim coauthored the book *Change Management: The People Side of Change* and has led Prosci’s research for over two decades. Tim has spoken to hundreds of thousands of people around the globe, enabling audiences with valuable data and actionable insights.

**= 235 words, 1,556 characters**



In 100 words

In 140 characters including spaces

In 50 words appealing to execs

In 80 words appealing to PMs

In 150 words appealing to scientists

In 75 words in a more casual tone

In 75 words in Canadian French

In 75 words in Mexican Spanish

In 60 words as a proud mother-in-law

As in infographic

© Prosci, Inc. All Rights Reserved.

Prosci

18

18

# Navigating AI Adoption with ADKAR

www.prosci.com/webinars

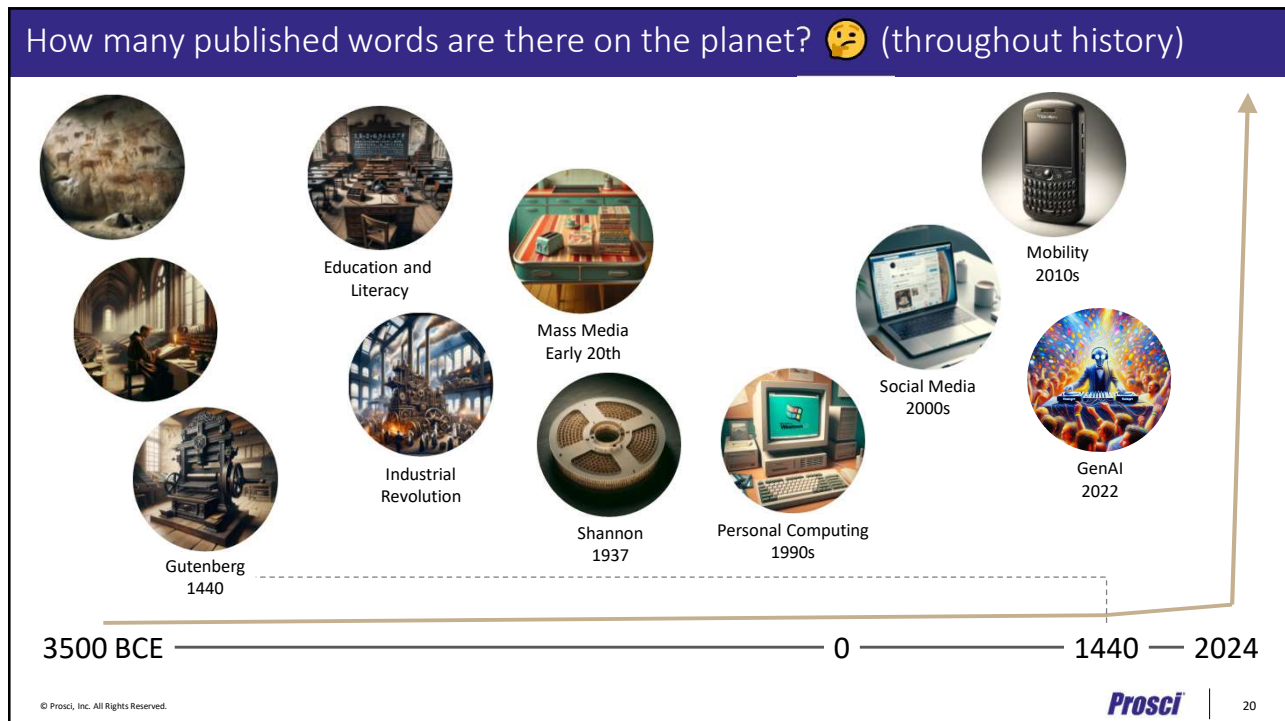
in less than 100 words	in 50 words, appealing to execs	in 150 words, appealing to scientists
<p>Tim Creasey, Prosci's Chief Innovation Officer and renowned change management expert, has revolutionized the approach to organizational change. With over two decades at Prosci, he's authored 'Change Management: The People Side of Change', leading extensive research in the field. His innovative methods, presented in keynotes and webinars worldwide, have empowered thousands with practical, data-driven insights for impactful change, steering the discipline from abstract concepts to structured, result-oriented strategies.</p>	<p>Tim Creasey, Prosci's Chief Innovation Officer, specializes in strategic change management. With 20+ years' experience, he authored 'Change Management: The People Side of Change', revolutionizing organizational change strategies. His expertise equips executives with actionable insights for driving successful, structured transformations essential for business growth.</p>	<p>Tim Creasey, Prosci's Chief Innovation Officer, stands at the forefront of change management, blending scientific rigor with practical applications. A seasoned researcher and dynamic speaker, Tim has spent over 20 years pioneering methodologies that quantify and address the human aspects of organizational change. His seminal work underpins the world's most extensive knowledge base in this field, demonstrating a commitment to empirical evidence and methodical analysis. Author of 'Change Management: The People Side of Change', Tim's approach resonates deeply with the scientific community, emphasizing data-driven strategies and measurable outcomes. His presentations and webinars, infused with valuable insights and robust research findings, have reached a global audience, fostering a more structured, analytical approach in change management. His leadership in transforming abstract concepts into actionable, scientifically grounded practices has made significant contributions to both the academic and practical realms of change management.</p>

© Prosci, Inc. All Rights Reserved.

Prosci

19

19



© Prosci, Inc. All Rights Reserved.

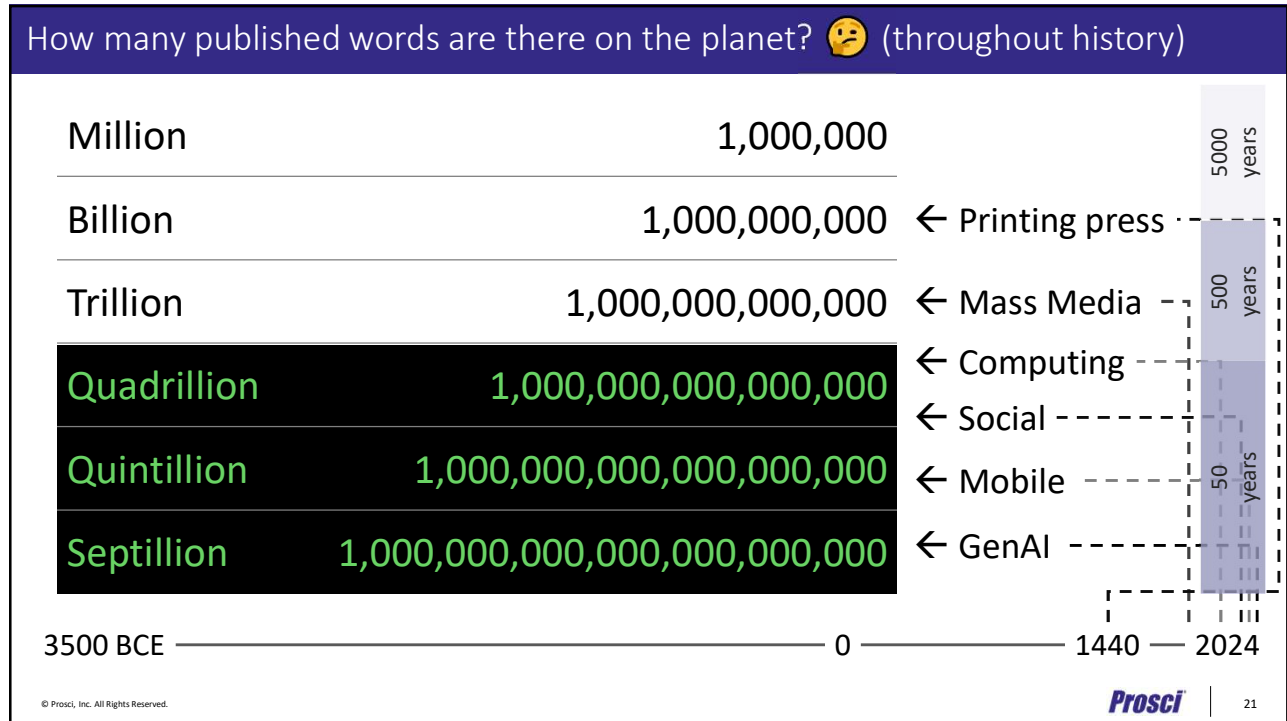
Prosci

20

20

# Navigating AI Adoption with ADKAR

www.prosci.com/webinars



21

How many published words are there on the planet? 😞 (throughout history)

“Digitization was the key first step. We just weren't aware of what was possible with all the 0s and 1s until December 2022.”

*Be not afraid of greatness*

I Ching (800 BCE)  
Gottfried Leibniz (1689)  
George Boole (1847)  
Claude Shannon (1937)

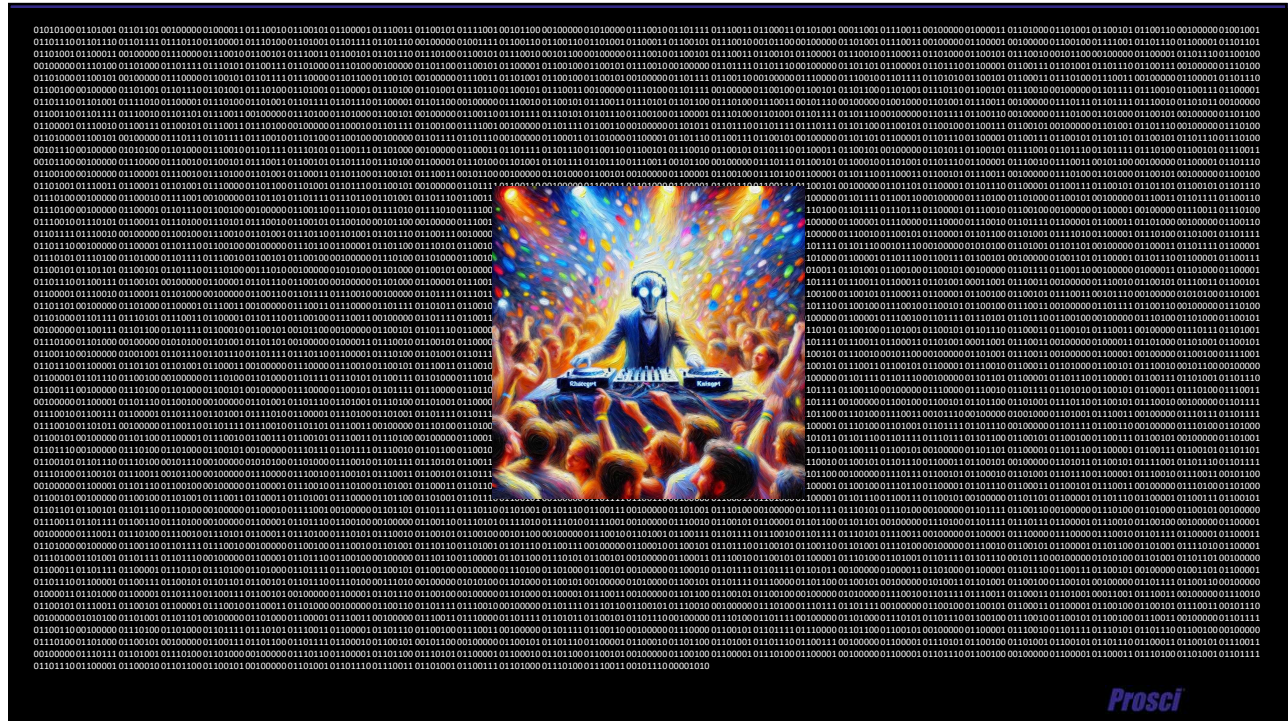
```
01000010 01100101 00100000 01101110
01101111 01110100 00100000 01100001
01100110 01110010 01100001 01101001
01100100 00100000 01101111 01100110
00100000 01100111 01110010 01100101
01100001 01110100 01101110 01100101
01110011 01110011
```

© Prosci, Inc. All Rights Reserved. **Prosci** | 22

22

# Navigating AI Adoption with ADKAR

[www.prosci.com/webinars](http://www.prosci.com/webinars)



23



People keep talking about what AI is going to do for you.  
I'm much more interested in what you are going to do with  
this new capability to access and transform digital  
information in a whole new way.

24



## Navigating AI Adoption With ADKAR

### Laying the Foundation for AI and Change

Industry Disruption  
Organizational Disruption  
Job Disruption  
Task Disruption  
Foundational Perspectives

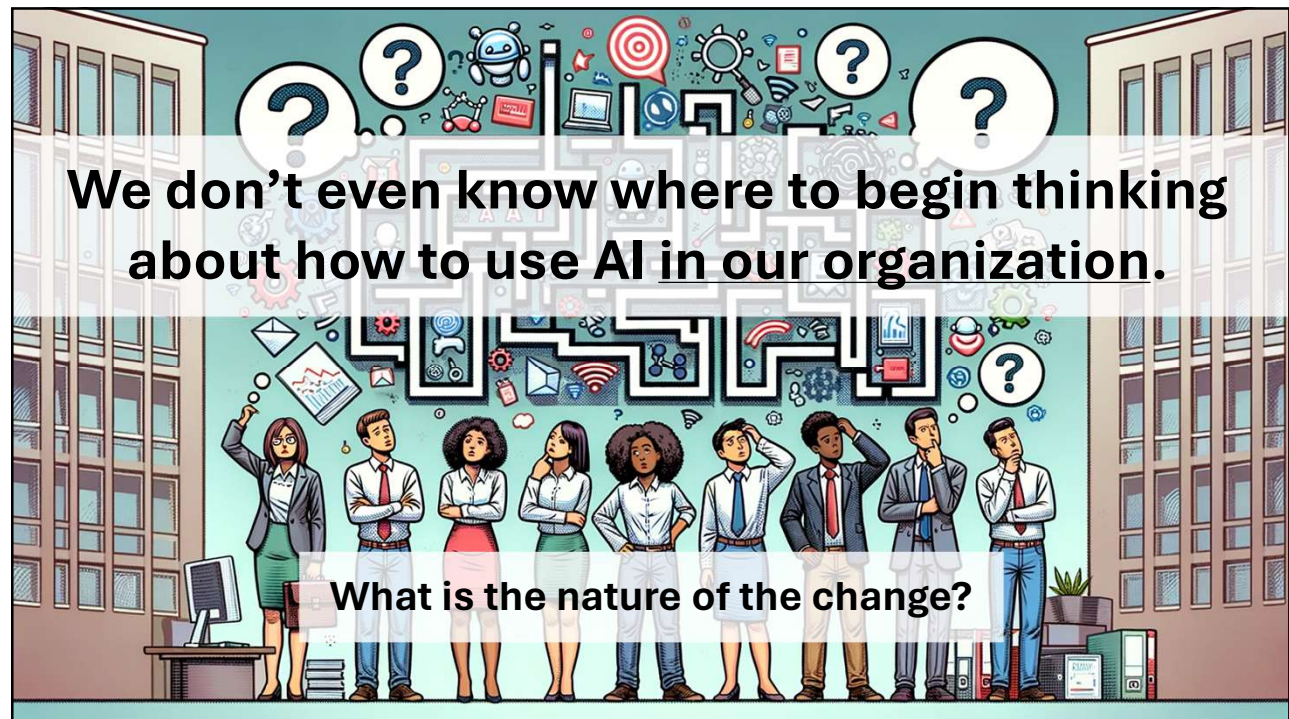
### What is the Nature of the Change?

**Organizational:**  
Tailored Technologies and  
Pervasive Proficiencies  
**Individual:**  
AI Workflow Integration

### Applying ADKAR to AI Adoption

Awareness, Desire, Knowledge,  
Ability, and Reinforcement to  
**confidently and competently**  
**integrate AI to improve my work**  
**and increase my impact**

25



26



## AI Organizational Integration: A Dual Approach

### Tailored Technologies

- Mission-Specific Applications
- Value Chain Enhancement
- Industry-Tailored Solutions




### Pervasive Proficiencies

- AI Skills Democratization
- Cross-Functional Tools
- AI-Adept Workforce

**Prosci**

27

## AI Integration in Organizations: A Dual Approach Examples

 <b>National Weather Service</b>	<p><b>Tailored Technologies:</b> The National Weather Service uses AI to transform atmospheric data into actionable insights for accurate weather predictions and better decision-making.</p>	<p><b>Pervasive Proficiencies:</b> The service trains all employees to effectively use generative AI tools, enhancing overall productivity and fostering a culture of innovation.</p>
 <b>Regional Bank</b>	<p><b>Tailored Technologies:</b> A regional bank leverages AI-powered chatbots for personalized customer service and algorithms for detecting fraudulent activities, improving accuracy and efficiency.</p>	<p><b>Pervasive Proficiencies:</b> The bank offers workshops and e-learning courses to familiarize employees with AI tools, driving innovation and efficiency across all roles.</p>
 <b>Urban Hospital</b>	<p><b>Tailored Technologies:</b> An urban hospital uses AI for diagnostic imaging and predictive models to enhance patient care and manage resources efficiently.</p>	<p><b>Pervasive Proficiencies:</b> The hospital provides department-specific AI training to empower staff, improving both patient care and administrative operations.</p>

© Prosci, Inc. All Rights Reserved.

**Prosci** | 28

28

## AI Integration in Organizations: A Dual Approach Questions

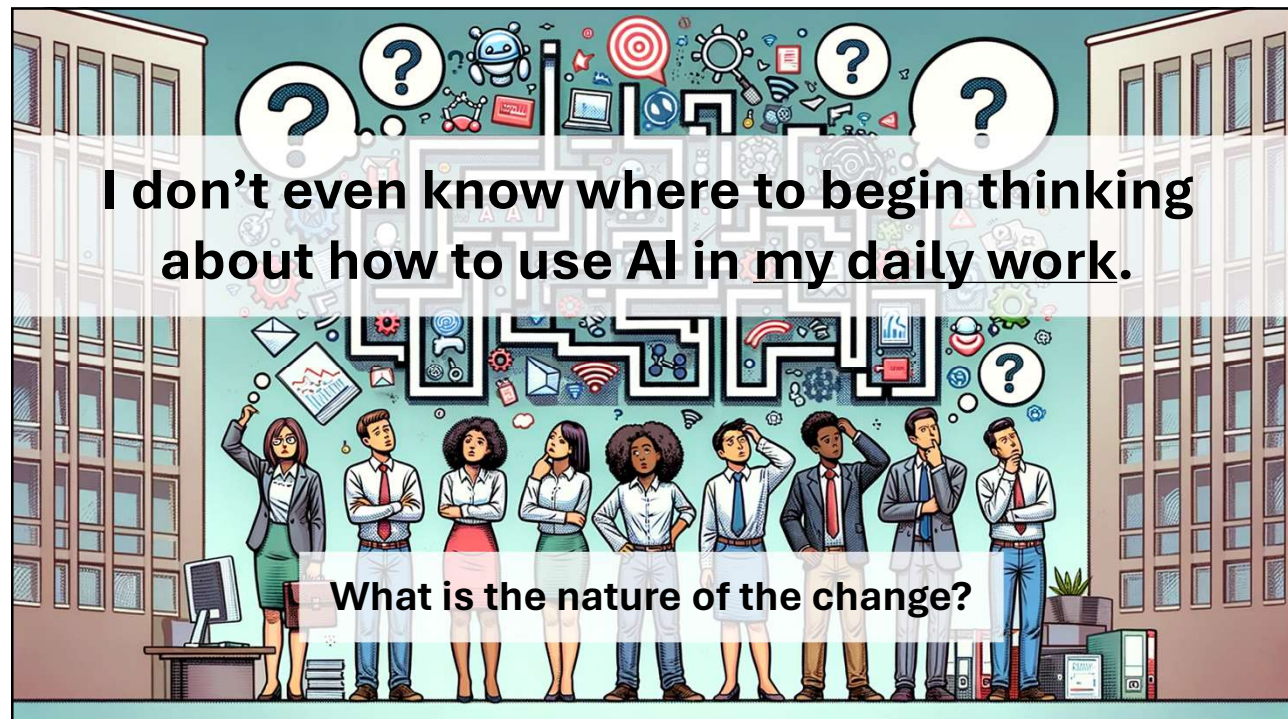
### Tailored Technologies Questions:

1. How can we align our AI initiatives with the **core mission and value drivers** of our organization to ensure they enhance rather than distract from our strategic goals?
2. What **specific business outcomes** are we aiming to influence or transform through AI, and how can we measure the success of these initiatives?
3. In what ways can AI be customized to address the **unique challenges and opportunities** within our industry, and who are the key stakeholders to involve in this process?
4. How can **leadership champion AI initiatives** in a way that not only drives adoption but also fosters an organizational culture receptive to technological innovation?
5. What are the **risks and ethical considerations** specific to our sector that need to be addressed when integrating AI, and how can we proactively manage these concerns?

### Pervasive Proficiencies Questions:

1. How can we ensure that **every employee**, regardless of their technical background, is equipped with the **necessary skills and tools to use AI effectively** in their daily work?
2. What structures and processes need to be in place to support **ongoing AI literacy and proficiency** among all levels of staff?
3. How can we leverage AI to **democratize data access and decision-making capabilities** across the organization, thereby enhancing operational transparency and accountability?
4. What are the **potential barriers** to AI adoption within our organization, and how can we address these to foster a culture of continuous improvement and innovation?
5. In what ways can we use AI not just for automation but also to **enhance creative problem solving and strategic thinking** across the workforce?

29



30

## AI Workflow Integration Analysis: Examining Your Work

### Human Exclusive (& Presence) Tasks:

Work I still need to do myself  
(the people side of work)

### AI Collaboration Opportunities:

Work I can do with AI to improve  
efficiency and outputs

### AI Automation Potential:

Work AI can do completely  
for me or on my behalf

31

## AI Workflow Integration Analysis: Examining Your Work

### Human Exclusive (& Presence) Tasks:

This category identifies tasks that are best suited for humans due to the complexity of human interaction, emotional intelligence, ethical considerations, or intricate decision-making.

### AI Collaboration Opportunities:

These are tasks where AI can assist, enhance, or augment human capabilities, making processes more efficient or insightful without fully replacing the human touch.

### AI Automation Potential:

This category includes tasks that AI can fully automate, where human intervention is minimal or unnecessary, optimizing processes, and reducing the need for human labor in repetitive or predictable tasks.

32



# Navigating AI Adoption with ADKAR

www.prosci.com/webinars

## AI Workflow Integration Analysis: Examining Your Work

Human Exclusive Tasks:	AI Collaboration Opportunities:	AI Automation Potential:
Work I still need to do myself (the people side of work)	Work I can do with AI to improve productivity and outputs	Work AI can do completely for me or on my behalf
<ul style="list-style-type: none"> <li>• <b>Emotional Intelligence:</b> Tasks requiring understanding and responding to human emotions.                             <ul style="list-style-type: none"> <li>• Negotiating in sensitive business deals</li> <li>• Providing psychological counseling</li> </ul> </li> <li>• <b>Ethical Decision-Making:</b> Work where moral judgments are crucial.                             <ul style="list-style-type: none"> <li>• Medical decisions affecting patient lives</li> <li>• Legal judgments in grey areas</li> </ul> </li> <li>• <b>Creative Originality:</b> Fields where unique, innovative creations are valued.                             <ul style="list-style-type: none"> <li>• Writing a novel or screenplay</li> <li>• Developing new culinary recipes or dishes</li> </ul> </li> <li>• <b>Highly Contextual Interactions:</b> Situations that rely on nuanced human context.                             <ul style="list-style-type: none"> <li>• Social work</li> <li>• Diplomacy in international relations</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>Data Analysis:</b> Leveraging AI for handling large datasets, identifying patterns and insights.                             <ul style="list-style-type: none"> <li>• Market trend analysis</li> <li>• Customer behavior predictions</li> </ul> </li> <li>• <b>Enhanced Creativity:</b> Using AI as a tool to push the boundaries of human creativity.                             <ul style="list-style-type: none"> <li>• AI-assisted design in fashion and architecture</li> <li>• AI-driven tools in music and art creation</li> </ul> </li> <li>• <b>Routine Task Automation:</b> AI handling repetitive parts of a job.                             <ul style="list-style-type: none"> <li>• Scheduling meetings and managing emails</li> <li>• Basic customer service inquiries</li> </ul> </li> <li>• <b>Predictive Maintenance:</b> Using AI to predict and prevent equipment failures.                             <ul style="list-style-type: none"> <li>• Industrial equipment monitoring</li> <li>• IT network upkeep and anomaly detection</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>Transactional Tasks:</b> Simple, rule-based tasks that can be standardized.                             <ul style="list-style-type: none"> <li>• Processing invoices and payments</li> <li>• Data entry and record-keeping</li> </ul> </li> <li>• <b>Information Gathering and Reporting:</b> AI can collect data and generate reports.                             <ul style="list-style-type: none"> <li>• Traffic updates and weather forecasts</li> <li>• Stock market reporting</li> </ul> </li> <li>• <b>Basic Content Creation:</b> AI generating structured content from templates.                             <ul style="list-style-type: none"> <li>• Generating basic news reports</li> <li>• Creating simple marketing content</li> </ul> </li> <li>• <b>Customer Support:</b> Handling standard queries and troubleshooting.                             <ul style="list-style-type: none"> <li>• Chatbots for FAQs and customer queries</li> <li>• Automated troubleshooting guides for tech support</li> </ul> </li> </ul>

© Prosci, Inc. All Rights Reserved.

Prosci

33

33

## AI Workflow Integration Analysis: Examining Your Work

Human Exclusive Tasks:	AI Collaboration Opportunities:	AI Automation Potential:
Work I still need to do myself (the people side of work)	Work I can do with AI to improve productivity and outputs	Work AI can do completely for me or on my behalf
<ol style="list-style-type: none"> <li>1. Work that demands <b>physical presence</b></li> <li>2. Work that requires <b>human empathy</b></li> <li>3. Work that involves <b>ethical judgment</b></li> <li>4. Work that requires <b>cultural insights</b></li> <li>5. Work that involves <b>real-time improvisation</b></li> <li>6. Work that requires a <b>high degree of trust and confidentiality</b></li> <li>7. Work that depends on <b>creating or interpreting complex legal strategies</b></li> </ol>	<ol style="list-style-type: none"> <li>1. Work that benefits from <b>quick information retrieval and analysis</b></li> <li>2. Work that involves <b>creative design iterations</b></li> <li>3. Work that requires <b>scheduling and logistical planning</b></li> <li>4. Work that includes <b>drafting and editing large documents</b></li> <li>5. Work that involves <b>regular follow-up and reminders</b></li> <li>6. Work that needs <b>data visualization for better decision-making</b></li> <li>7. Work that can be <b>enhanced by predictive analytics</b></li> </ol>	<ol style="list-style-type: none"> <li>1. Work that involves <b>routine data processing</b></li> <li>2. Work that requires <b>monitoring technical systems or environments</b></li> <li>3. Work that consists of <b>answering standard FAQ-type customer queries</b></li> <li>4. Work that involves <b>basic accounting tasks</b></li> <li>5. Work that includes <b>compiling and formatting periodic reports</b></li> <li>6. Work that entails <b>managing simple digital content updates</b></li> <li>7. Work that requires <b>sorting and categorizing information</b></li> </ol>

© Prosci, Inc. All Rights Reserved.

Prosci

34

34

# Navigating AI Adoption with ADKAR

www.prosci.com/webinars

## AI Workflow Integration Analysis: Examining Your Work

Human Exclusive Tasks:	AI Collaboration Opportunities:	AI Automation Potential:
Work I still need to do myself (the people side of work)	Work I can do with AI to improve productivity and outputs	Work AI can do completely for me or on my behalf
1.	1.	1.
2.	2.	2.
3.	3.	3.
4.	4.	4.
5.	5.	5.

© Prosci, Inc. All Rights Reserved. **Prosci** | 35

35

## AI Workflow Integration Analysis: Change Management Practitioner

Human Exclusive Tasks:	AI Collaboration Opportunities:	AI Automation Potential:
<b>Work I still need to do myself (the people side of work)</b> This category identifies tasks that are best suited for humans due to the complexity of human interaction, emotional intelligence, ethical considerations, or intricate decision-making.	<b>Work I can do with AI to improve productivity and outputs</b> These are tasks where AI can assist, enhance, or augment human capabilities, making processes more efficient or insightful without fully replacing the human touch.	<b>Work AI can do completely for me or on my behalf</b> This category includes tasks that AI can fully automate, where human intervention is minimal or unnecessary, optimizing processes, and reducing the need for human labor in repetitive or predictable tasks.
<ol style="list-style-type: none"> <li>1. Resolving interpersonal conflicts: Mediating disputes within teams to foster harmonious work environments.</li> <li>2. Providing emotional support during changes: Offering reassurance and empathy to staff during critical transition periods.</li> <li>3. Making ethical decisions about change impact: Evaluating changes critically to ensure they are fair and just.</li> <li>4. Cultivating trust and confidentiality: Handling sensitive information responsibly during change processes.</li> <li>5. Guiding organizational culture adjustments: Steering the modifications in organizational culture that result from changes.</li> <li>6. Leading change-driven strategic meetings: Directing high-stake discussions on future organizational directions.</li> <li>7. Negotiating change resistance: Addressing and mitigating resistance from stakeholders directly.</li> </ol>	<ol style="list-style-type: none"> <li>1. Analyzing change impact data: Utilizing AI tools to assess the impact of change initiatives, which helps in strategic decision-making.</li> <li>2. Developing training modules: Collaborating with AI to create engaging and informative training content for staff undergoing changes.</li> <li>3. Managing stakeholder communications: Using AI to draft initial communications, schedule dispatches, and manage follow-ups.</li> <li>4. Monitoring engagement and feedback: Applying AI tools to track and analyze feedback on change initiatives for continuous improvement.</li> <li>5. Planning change management strategies: Employing predictive analytics to forecast potential outcomes of change strategies.</li> <li>6. Optimizing resource allocation: Leveraging AI to ensure resources are efficiently assigned across change projects.</li> <li>7. Enhancing risk management processes: Utilizing AI algorithms to predict and mitigate potential risks during the change process.</li> </ol>	<ol style="list-style-type: none"> <li>1. Tracking change adoption metrics: Monitoring how well changes are being integrated into daily operations.</li> <li>2. Compiling and analyzing feedback: Systematically gathering and processing feedback to refine future change initiatives.</li> <li>3. Updating training databases: Keeping training materials and resources current through automated systems.</li> <li>4. Generating routine reports on change progress: Creating standardized reports detailing the status and outcomes of change efforts.</li> <li>5. Administering surveys: Distributing and analyzing periodic surveys on the impact of changes.</li> <li>6. Documenting change processes: Recording details of change processes for compliance and training purposes.</li> <li>7. Scheduling change management activities: Organizing and prioritizing tasks and meetings related to change management.</li> </ol>

© Prosci, Inc. All Rights Reserved. **Prosci** | 36

36



# Navigating AI Adoption with ADKAR

www.prosci.com/webinars

AI Workflow Integration Analysis: Project Manager			AI Workflow Integration Analysis: People Manager		
Human Exclusive Tasks:	AI Collaboration Opportunities:	AI Automation Potential:	Human Exclusive Tasks:	AI Collaboration Opportunities:	AI Automation Potential:
<p><b>Work I still need to do myself (the people side of work)</b> This category identifies tasks that are best suited for humans due to the complexity of human interaction, emotional intelligence, ethical considerations, or iterative decision-making.</p> <ol style="list-style-type: none"> <li>Negotiating project scopes and objectives: Engaging with clients and stakeholders to clarify and agree on project goals.</li> <li>Resolving team conflicts: Mediating disputes to maintain team harmony and productivity.</li> <li>Coaching and mentoring team members: Providing personalized guidance to enhance team capabilities and growth.</li> <li>Leading project strategy sessions: Facilitating discussions to ensure alignment of project goals with business objectives.</li> <li>Managing stakeholder relationships: Building and nurturing connections with all project stakeholders.</li> <li>Exercising ethical judgment in decision-making: Making critical choices that reflect organizational values and standards.</li> <li>Driving team motivation and morale: Inspiring and maintaining high morale among team members, especially during challenging project phases.</li> </ol>	<p><b>Work I can do with AI to improve productivity and outputs</b> These are tasks where AI can assist, enhance, or augment human capabilities, making processes more efficient or insightful without fully replacing the human touch.</p> <ol style="list-style-type: none"> <li>Monitoring project progress: Using AI tools to keep track of how different stages of the project are advancing.</li> <li>Analyzing project risk: Leveraging AI to predict potential project risks and formulate mitigation strategies.</li> <li>Optimizing resource allocation: Employing AI for efficient distribution and management of project resources.</li> <li>Coordinating project documentation: Managing and updating essential project documents with the help of AI.</li> <li>Enhancing communication efficacy: Streamlining communication across the team and with stakeholders using AI tools.</li> <li>Schedule management: Employing AI to refine project timelines and ensure milestones are met on schedule.</li> <li>Assisting in creating detailed project reports: Generating comprehensive reports that track project performance and outcomes.</li> </ol>	<p><b>Work AI can do completely for me or on my behalf</b> This category includes tasks that AI can fully automate, where human intervention is minimal or unnecessary, optimizing processes, and reducing the need for human labor in repetitive or predictable tasks.</p> <ol style="list-style-type: none"> <li>Generating status updates: Automating regular updates to keep stakeholders informed about the project's progress.</li> <li>Tracking and reporting budget usage: Utilizing AI systems to monitor financial expenditures and alerting when thresholds are approached.</li> <li>Automating task assignments and reminders: Using AI to allocate tasks based on team members' availability and expertise and sending reminders for upcoming deadlines.</li> <li>Compiling project analytics: Automating data collection and analysis to enhance project performance monitoring.</li> <li>Document management: Automating the storage, retrieval, and management of project documents.</li> <li>Quality control checks: Using AI to conduct preliminary checks on project deliverables to ensure they meet required standards.</li> </ol>	<p><b>Work I still need to do myself (the people side of work)</b> This category identifies tasks that are best suited for humans due to the complexity of human interaction, emotional intelligence, ethical considerations, or iterative decision-making.</p> <ol style="list-style-type: none"> <li>Coaching employees through change: Providing personalized support to help team members understand and adapt to organizational changes.</li> <li>Communicating personal impact messages about change: Delivering tailored messages to direct reports that explain the implications of organizational changes for their specific roles.</li> <li>Demonstrating active support for the change: Modeling behaviors that reflect commitment to the organizational changes, fostering a positive attitude within the team.</li> <li>Managing resistance to change: Identifying, addressing, and mitigating any resistance among team members to ensure it does not hinder the change process.</li> <li>Engaging with and supporting the project team: Serving as a liaison between the project team and direct reports, providing crucial feedback and implementation insights.</li> <li>Advocating for necessary resources and support: Ensuring the team has the resources and support needed to successfully navigate the change.</li> <li>Maintaining team morale and cohesion: Keeping the team motivated and cohesive during potentially disruptive change processes.</li> </ol>	<p><b>Work I can do with AI to improve productivity and outputs</b> These are tasks where AI can assist, enhance, or augment human capabilities, making processes more efficient or insightful without fully replacing the human touch.</p> <ol style="list-style-type: none"> <li>Monitoring employee engagement and sentiment: Using AI tools to track how employees are responding to change, identifying areas where additional support may be needed.</li> <li>Analyzing training effectiveness: Leveraging AI to assess the impact of training programs and identify areas for improvement.</li> <li>Optimizing communication strategies: Utilizing AI to tailor communication based on employee feedback and engagement levels.</li> <li>Predicting and addressing potential resistance points: Employing predictive analytics to foresee areas of resistance and proactively address them.</li> <li>Enhancing performance tracking: Using AI to monitor changes in team performance and productivity levels throughout the change process.</li> <li>Facilitating personalized learning paths: Collaborating with AI to develop customized learning experiences that meet the unique needs of each team member.</li> <li>Streamlining feedback collection: Implementing AI-driven surveys to gather and analyze feedback more efficiently.</li> </ol>	<p><b>Work AI can do completely for me or on my behalf</b> This category includes tasks that AI can fully automate, where human intervention is minimal or unnecessary, optimizing processes, and reducing the need for human labor in repetitive or predictable tasks.</p> <ol style="list-style-type: none"> <li>Automate routine administrative tasks: Freeing up time for People Managers to focus more on strategic change management activities.</li> <li>Generate real-time reports on change progress: Using AI to provide up-to-date information on how the change is taking hold within the team.</li> <li>Automate scheduling of training and meetings: Using AI tools to organize and schedule necessary training sessions and update meetings without manual intervention.</li> <li>Track completion of training modules: Automatically monitoring which team members have completed required training and who may need additional help.</li> <li>Automate updates to stakeholders: Sending regular, automated updates to stakeholders about the progress of the change within the team.</li> <li>Predict and alert about change frictions: Using AI to predict signs of change frictions among employees and alerting the manager to take corrective action.</li> <li>Manage task assignments: Automatically updating and assigning new tasks to team members as the change progresses, ensuring workload is balanced.</li> </ol>
<p>© Prosci, Inc. All Rights Reserved. Prosci   46</p>			<p>© Prosci, Inc. All Rights Reserved. Prosci   47</p>		
AI Workflow Integration Analysis: Chief Operating Officer			AI Workflow Integration Analysis: Mechanical Engineer		
Human Exclusive Tasks:	AI Collaboration Opportunities:	AI Automation Potential:	Human Exclusive Tasks:	AI Collaboration Opportunities:	AI Automation Potential:
<p><b>Work I still need to do myself (the people side of work)</b> This category identifies tasks that are best suited for humans due to the complexity of human interaction, emotional intelligence, ethical considerations, or iterative decision-making.</p> <ol style="list-style-type: none"> <li>Leading operational strategy meetings: Guiding discussions on how to align operations with broader organizational goals.</li> <li>Communicating change impacts to department heads: Ensuring that all operational leaders are informed and prepared for organizational changes.</li> <li>Negotiating with vendors and service providers: Managing contracts and service agreements to support operational efficiency.</li> <li>Overseeing critical decision making during changes: Making pivotal decisions that affect the organization's operational integrity.</li> <li>Maintaining operational culture during change: Upholding and adapting the organizational culture to embrace changes effectively.</li> <li>Engaging with frontline employees: Directly interacting with staff to understand their challenges and feedback.</li> <li>Monitoring change adoption at an operational level: Ensuring that implemented changes are effectively integrated into daily operations.</li> </ol>	<p><b>Work I can do with AI to improve productivity and outputs</b> These are tasks where AI can assist, enhance, or augment human capabilities, making processes more efficient or insightful without fully replacing the human touch.</p> <ol style="list-style-type: none"> <li>Utilizing AI for real-time data analysis: Leveraging AI tools to analyze operational data, enabling rapid response to emerging trends or issues.</li> <li>Enhancing logistics and supply chain management: Using AI to optimize supply chains, predict logistical challenges, and reduce costs.</li> <li>Implementing AI-driven performance monitoring tools: Employing advanced analytics to assess operational efficiencies and identify areas for improvement.</li> <li>Automating routine operational reports: Using AI to generate regular operational status reports, freeing up time for strategic review.</li> <li>Predicting operational risks: Using AI models to foresee potential operational risks and prepare appropriate mitigation strategies.</li> <li>Optimizing resource allocation: Employing AI to ensure resources are efficiently utilized across the organization.</li> <li>Enhancing communication between departments: Leveraging AI tools to improve the flow of information and coordination across different parts of the organization.</li> </ol>	<p><b>Work AI can do completely for me or on my behalf</b> This category includes tasks that AI can fully automate, where human intervention is minimal or unnecessary, optimizing processes, and reducing the need for human labor in repetitive or predictable tasks.</p> <ol style="list-style-type: none"> <li>Automating inventory management: Using AI systems to dynamically manage stock levels, reducing waste and shortages.</li> <li>Streamlining employee scheduling: Employing AI to adjust staffing levels automatically based on operational demands.</li> <li>Automating compliance tracking: Utilizing AI to monitor adherence to operational policies and regulations.</li> <li>Optimizing energy use: Implementing AI to adjust energy usage in facilities to improve efficiency.</li> <li>Automating procurement processes: Handling ordering, tracking, and invoicing with minimal human intervention.</li> <li>Automating facility management: Using AI to predict maintenance needs and schedule repairs before issues escalate.</li> <li>Enhancing safety monitoring: Employing AI tools to continuously monitor workplace safety and predict potential hazards.</li> </ol>	<p><b>Work I still need to do myself (the people side of work)</b> This category identifies tasks that are best suited for humans due to the complexity of human interaction, emotional intelligence, ethical considerations, or iterative decision-making.</p> <ol style="list-style-type: none"> <li>Complex Problem Solving: Addressing unique engineering challenges that require a deep understanding of mechanical systems and innovative solutions tailored to specific technical constraints.</li> <li>Innovative Design: Creating and refining complex mechanical designs that incorporate functionality, aesthetics, user experience, and manufacturability.</li> <li>Project Leadership: Leading project teams, overseeing all phases of engineering projects from conception through production, including managing timelines, budgets, and human resources.</li> <li>Client and Stakeholder Communication: Communicating technical information effectively to non-technical stakeholders, understanding their needs and expectations, and negotiating project specifics.</li> <li>Ethical Decision-Making: Ensuring that all designs and practices adhere to industry ethical standards, environmental regulations, and safety protocols.</li> <li>Hands-On Prototyping and Testing: Building and testing prototypes to evaluate design concepts, requiring manual skills and direct interaction with materials and components.</li> <li>Interdisciplinary Collaboration: Working collaboratively with professionals from other engineering disciplines and departments to integrate mechanical systems with electrical, software, and other functional elements.</li> </ol>	<p><b>Work I can do with AI to improve productivity and outputs</b> These are tasks where AI can assist, enhance, or augment human capabilities, making processes more efficient or insightful without fully replacing the human touch.</p> <ol style="list-style-type: none"> <li>Simulation and Performance Analysis: Using AI-driven tools to simulate and analyze the performance of mechanical systems under various conditions, enhancing the prediction of system behaviors and optimization of designs.</li> <li>Data Analysis and Optimization: Leveraging AI to analyze large sets of data from testing and operations to identify patterns and optimize mechanical designs and processes.</li> <li>Automated Drafting and CAD Tools: Employing AI-enhanced CAD tools that facilitate faster and more accurate drafting, and which can suggest design improvements based on predefined criteria.</li> <li>Predictive Maintenance: Implementing AI systems for predictive maintenance on mechanical equipment, identifying potential failures before they occur to minimize downtime and maintenance costs.</li> <li>Manufacturing Automation: Integrating AI in the manufacturing process, such as in CNC machining and robotic assembly, to improve precision and efficiency.</li> <li>Material Selection Advisor: Utilizing AI to suggest optimal materials based on design requirements, environmental conditions, and cost constraints.</li> <li>Quality Control: Applying AI technologies to automate quality control processes, ensuring products meet required specifications and reduce human error in inspections.</li> </ol>	<p><b>Work AI can do completely for me or on my behalf</b> This category includes tasks that AI can fully automate, where human intervention is minimal or unnecessary, optimizing processes, and reducing the need for human labor in repetitive or predictable tasks.</p> <ol style="list-style-type: none"> <li>Robotic Engineering Calculations: Automating standard engineering calculations, stress analysis, and other repetitive technical assessments to save time and reduce errors.</li> <li>Documentation Management: Using AI to manage technical documentation, ensuring all materials are accurate, up-to-date, and easily accessible.</li> <li>Report Generation: Automating the generation of regular engineering reports, including project status updates, compliance reports, and performance evaluations.</li> <li>Component Tracking and Inventory Management: Implementing AI systems to track components throughout the supply chain and manage inventory levels efficiently.</li> <li>Energy Consumption Analysis: Utilizing AI to analyze and optimize the energy consumption of mechanical systems, aiding in the development of more energy-efficient designs.</li> <li>Customer Support Automation: Using AI chatbots to provide first-level customer support, handling routine inquiries about product specifications, usage, and troubleshooting.</li> <li>Regulatory Compliance Monitoring: Employing AI tools to monitor and ensure compliance with changing regulatory requirements, particularly in industries such as aerospace, automotive, and healthcare.</li> </ol>
<p>© Prosci, Inc. All Rights Reserved. Prosci   48</p>			<p>© Prosci, Inc. All Rights Reserved. Prosci   49</p>		

37

## AI Workflow Integration Analysis

**Establishes the nature of the change, and that it's a change!**

**Keeps a "human in the loop" by design**

**Reduces fear of replacement and displacement**

**Opens up possibilities and options**

**Unlocks your human potential**

**Frees your time to do the work that makes you feel alive and human**

© Prosci, Inc. All Rights Reserved. Prosci | 38

38

# Navigating AI Adoption with ADKAR

www.prosci.com/webinars



39

## Navigating AI Adoption With ADKAR

### Laying the Foundation for AI and Change

Industry Disruption  
Organizational Disruption  
Job Disruption  
Task Disruption  
Foundational Perspectives

### What is the Nature of the Change?

**Organizational:**  
Tailored Technologies and  
Pervasive Proficiencies  
**Individual:**  
AI Workflow Integration

### Applying ADKAR to AI Adoption

Awareness, Desire, Knowledge,  
Ability, and Reinforcement to  
**confidently and competently  
integrate AI to improve my work  
and increase my impact**

© Prosci, Inc. All Rights Reserved.

Prosci

40

40

# Navigating AI Adoption with ADKAR

www.prosci.com/webinars

“The secret to successful change lies beyond the visible and busy activities that surround change. Successful change, at its core, is rooted in something much simpler: how to facilitate change with **one** person.”

*Jeff Hiatt*

*Prosci founder*

*Creator of ADKAR*

© Prosci, Inc. All Rights Reserved.

**Prosci**

41

41

## Support Individual Transitions – ADKAR

ADKAR element	Definition	What you hear	Triggers for building
<b>A</b> Awareness	Of the need for change	“I understand why...”	Why? Why now? What if we don't?
<b>D</b> Desire	To participate and support the change	“I have decided to...”	WIIFM Personal motivators Organizational motivators
<b>K</b> Knowledge	On how to change	“I know how to...”	Within context (after A&D) Need to know <i>during</i> Need to know <i>after</i>
<b>A</b> Ability	To implement required skills and behaviors	“I am able to...”	Size of the K-A gaps Barriers/capacity Practice/coaching
<b>R</b> Reinforcement	To sustain the change	“I will continue to...”	Mechanisms Measurements Sustainment

© Prosci, Inc. All Rights Reserved.

**Prosci**

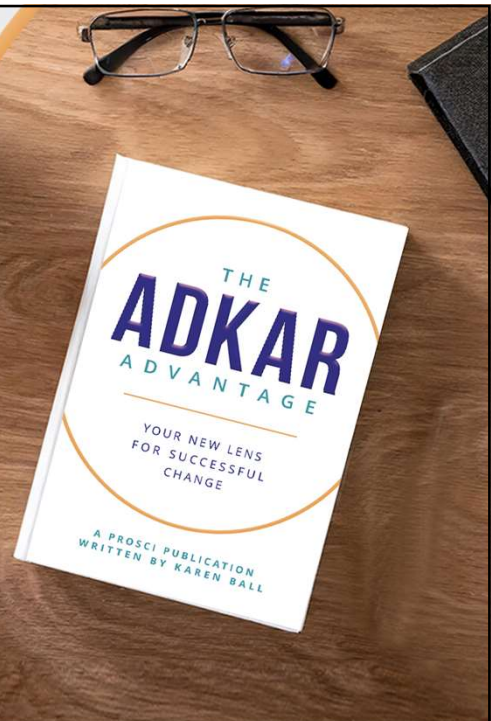
42

42

## Prosci's Latest Publication *The ADKAR Advantage*

Sheds new light on the ADKAR Model –  
A conceptual model and framework  
that makes change make sense.

Available from Amazon Global Marketplaces  
Kindle eBook, Paperback, Hardcover (in most markets)



43

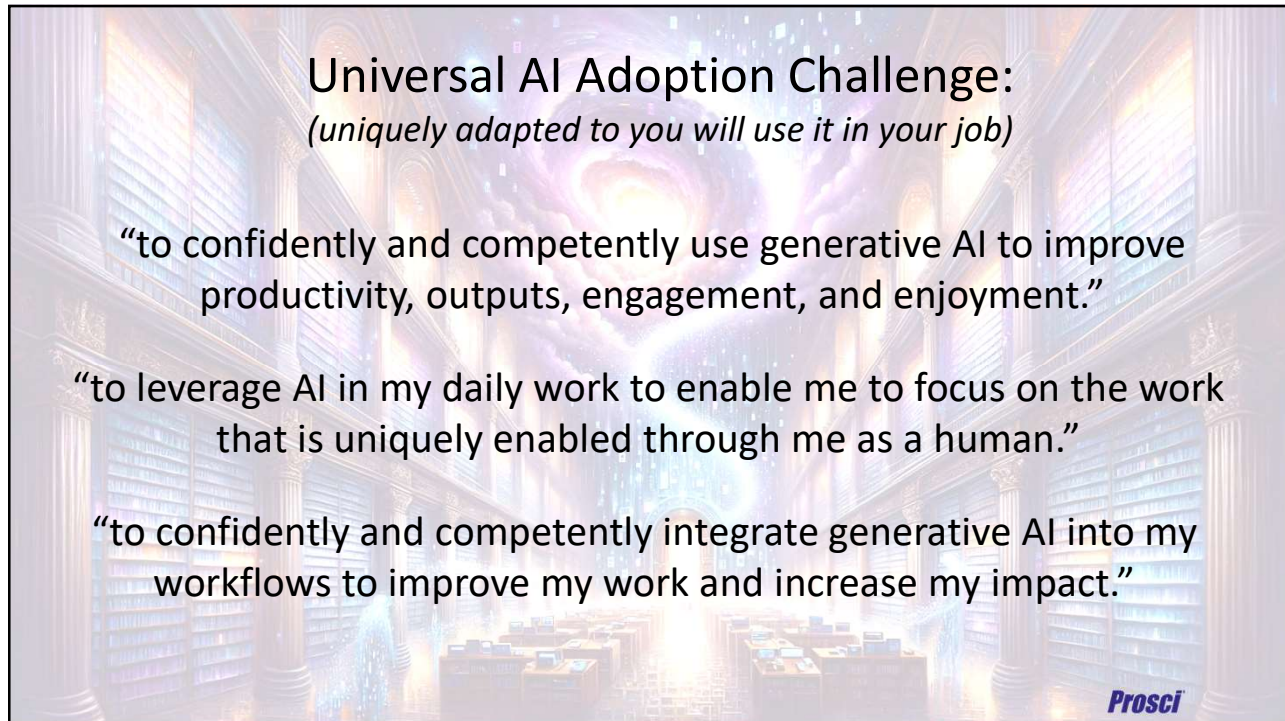
## Defining the AI Adoption Challenge for ADKAR

*ADKAR applies to individual adoption challenges, not project challenges*

- |  |  |   |
|--|--|---|
| <p>2</p> <p>How To Do It</p> <p><i>Safely</i><br/><i>Courageously</i><br/><i>Confidently</i><br/><i>Competently</i><br/><i>Effectively</i></p> | <p>1</p> <p>What To Do</p> <p><i>use GenAI</i><br/><i>adopt AI</i><br/><i>integrate AI</i><br/><i>collab w/ AI</i></p> | <p>3</p> <p>To What End</p> <ul style="list-style-type: none"><li><i>△ Enhance change projects</i></li><li><i>△ Personalize at scale</i></li><li><i>△ Generate head starts</i></li><li><i>△ Improve efficiency</i></li><li><i>△ Improve productivity</i></li><li><i>△ Deliver better outcomes</i></li></ul> |
|--|--|---|

44





**Universal AI Adoption Challenge:**  
*(uniquely adapted to you will use it in your job)*

“to confidently and competently use generative AI to improve productivity, outputs, engagement, and enjoyment.”

“to leverage AI in my daily work to enable me to focus on the work that is uniquely enabled through me as a human.”

“to confidently and competently integrate generative AI into my workflows to improve my work and increase my impact.”

**Prosci**

45



### AI Adoption Barrier Match Game

The people side of AI Adoption will be critical. Match the Barrier Statement on the left with the associated ADKAR Barrier Point on the right.

"I don't see why we need to use GenAI. Aren't our current methods good enough?"	1 <input type="radio"/>	<input type="radio"/> Awareness
"The AI tools are too complex; I struggle to use them effectively."	2 <input type="radio"/>	<input type="radio"/> Desire
"I'm worried that AI might make my job obsolete."	3 <input type="radio"/>	<input type="radio"/> Knowledge
"I understand why we're using AI, but I don't know how to use it for my tasks."	4 <input type="radio"/>	<input type="radio"/> Ability
"I'm not getting any feedback on whether I'm using generative AI correctly."	<input type="radio"/>	<input type="radio"/> Reinforcement

Are your employees struggling to confidently and competently use GenAI to improve their work efficiency and outputs? We have a few decades of research and a proven model that can help!

**Prosci**

46



## ADKAR Barrier Point Statements

These statements indicate a barrier point on the people side of AI adoption and the individual change journey “to confidently and competently integrate generative AI into my workflows to improve my work and increase my impact.”

Awareness Barrier Point Statements:	Desire Barrier Point Statements:	Knowledge Barrier Point Statements:	Ability Barrier Point Statements:	Reinforcement Barrier Point Statements
"I don't understand why we need to integrate generative AI into our workflows."	"I'm not sure I want to change the way I currently work."	"I don't know where to start with learning about generative AI."	"Even after the training, I still don't feel confident using AI tools."	"I don't see any follow-up support after the initial training."
"What's the urgency behind adopting this new technology now?"	"This sounds like more work for me without any clear benefits."	"What specific skills do I need to effectively use AI in my work?"	"I'm struggling to apply what I've learned about AI to my daily tasks."	"There's no recognition for those who successfully use AI in their work."
"How exactly will generative AI benefit our work?"	"I'm comfortable with the current system and don't see the need to change."	"I'm unclear on how to integrate AI into my existing workflows."	"I need more hands-on practice to get comfortable with this technology."	"I'm not getting feedback on how well I'm integrating AI into my workflows."
"What are the risks if we don't implement AI?"	"What's in it for me if I start using generative AI?"	"Are there any training resources available for learning this new technology?"	"I find it difficult to troubleshoot issues that arise when using AI."	"The incentives for using AI don't seem to be aligned with our goals."
"Why is our organization focusing on AI when we have other priorities?"	"I'm worried that AI might make my job redundant."	"What are the best practices for using generative AI in our field?"	"I'm not sure if I'm using the AI tools correctly."	"I feel like the focus on AI has waned, and it's not a priority anymore."

© Prosci, Inc. All Rights Reserved.

Prosci

47

47

## A

### Awareness – of the need to integrate AI into my workflow

#### Basic Building Blocks

- What is the nature of the change?
- Why is the change needed? Why now?
- What is the risk of not changing?

#### Biggest Restraining Forces

- Lack of understanding
- Fear
- Job security

#### Biggest Driving Forces

- Education
- Communication
- Unified vision

#### Unique Considerations for AI Adoption

- First exposure created a “cool poem Awareness hole” for many to climb out of
- Despite the buzz; still ill-defined “nature of the change” for individuals and organizations
- Already happening at significant pace (including BYOAI; Microsoft and LinkedIn study)

“Cool poem. I do real work.”



© Prosci, Inc. All Rights Reserved.

Prosci

48

48

## D

### Desire – to participate and support AI integration

#### Basic Building Blocks

- WIIFM
- Personal Motivators
- Organizational Motivators

#### Biggest Restraining Forces

- Fear of job loss
- Resistance to change
- Uncertainty

#### Biggest Driving Forces

- WIIFM (What's In It For Me)
- Engagement
- Demonstrating benefits

#### Unique Considerations for AI Adoption

- Cheaters use it. It will take my job. It will take over the world.
- WIIFM: faster (in less time), better (at higher quality), easier (with less mental strain)
- First drafts in a flash. No more blank sheet. Huge sample size. Solve my problems.

First drafts in a flash



From Prosci Research with over 700 respondents in a Jan 2024 webinar

Of Change Practitioners Surveyed:

65% agree that **they** will be more successful **in their role** using AI than those who don't.

61% believe that **projects** using AI will be more successful than those that don't.

73% believe that **organizations** that use AI will be more successful than those that don't.



From Microsoft and LinkedIn 2024 Work Trends report, released in May 2024

Surveyed users said AI helps them:

90% → save time

85% → focus on their most important work

84% → be more creative

83% → enjoy their work more



Seen at an internal presentation on the impact of AI for pilot users

Of AI Pilot Users:

>2/3 believe GenAI allows them to complete tasks **faster**

>2/3 believe Gen AI allows for **less mental effort** on mundane tasks

>2/3 believe GenAI improves the **quality** of their work

## K

### Knowledge – on how to integrate AI into your workflow

#### Basic Building Blocks

- Within context (A&D)
- Need to know during
- Need to know after

#### Biggest Restraining Forces

- Lack of knowledge
- Time to build knowledge
- Lack of resources

#### Biggest Driving Forces

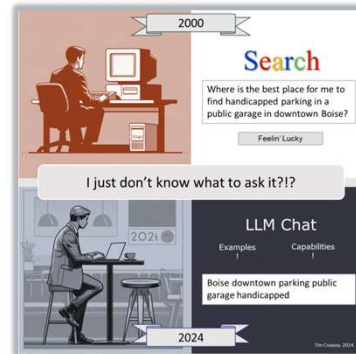
- Training for knowledge
- Leadership support
- Continuous learning

#### Unique Considerations for AI Adoption

- Unlearn keyword-ese and learn to access digital information by re-speaking human
- What systems you can use. What's okay to put in. What's okay to do with the outputs.
- AI Workflow Integration Analysis to identify the collaboration opportunities

© Prosci, Inc. All Rights Reserved.

#### Unlearning keyword-ese



Prosci

51

51

## A

### Ability –to effectively integrate AI into your workflow

#### Basic Building Blocks

- Size of the K-A Gap
- Barriers/capacity
- Practice/coaching

#### Biggest Restraining Forces

- Lack of confidence
- Insufficient knowledge
- Fear

#### Biggest Driving Forces

- Training and development
- Safe space
- Coaching and mentoring

#### Unique Considerations for AI Adoption

- Use 10 aspects of change impact to define Ability (tend to the mindset)
- Critical mindset shift: AI as your Intern, not your Oracle
- Collab Tips: canvas and palette; prompt sandwich; do some research; keep at it

© Prosci, Inc. All Rights Reserved.

#### A mental model for GenAI collaboration



Prosci

52

52

## Canvas and Palette Prompt Framework

### Canvas:

*Collaboration output*

In what format  
With what headings  
To what end

### Palette:

*Enriching details*

In what style/tone  
For what audience  
Any additional detail



### AI Intern:

*GenAI tool/technology*

It's learning base (and bias)  
It's capacity and capability  
System prompts

### You:

*Commission of the work*

Your own AI journey  
Curiosity and tenacity  
Your work and why

53

## R

## Reinforcement –to sustain AI integration

### Basic Building Blocks

- Mechanisms
- Measurement
- Sustainment

### Biggest Restraining Forces

- Lack of recognition
- No measurable success
- Inconsistent practices

### Biggest Driving Forces

- Recognition programs
- Success metrics
- Ongoing support structures

### Unique Considerations for AI Adoption

- Success is often found in unexpected but noticeable places (job satisfaction)
- Experimental Experiential Learning requires tenacity and curiosity
- Anti-reinforcements can cause regression and “Professional AI Smugglers”

### Experimental Learning



54

# Navigating AI Adoption with ADKAR

www.prosci.com/webinars

## AI Adoption Depends on ADKAR Outcomes

A	D	K	A	R
<p><b>Awareness</b></p> <p>Milestone Date ◇</p> <ol style="list-style-type: none"> <li>1. I understand why this change is happening.</li> <li>2. I understand why the change is happening right now.</li> <li>3. I understand the risk of not changing.</li> <li>4. I understand the triggers (internal and external) for this change.</li> <li>5. I understand our leader's vision of this change.</li> </ol>	<p><b>Desire</b></p> <p>Milestone Date ◇</p> <ol style="list-style-type: none"> <li>1. I believe in the case for this change.</li> <li>2. I am supportive of this change.</li> <li>3. I know WIFM (What's In It For Me).</li> <li>4. I have made the decision to participate in this change.</li> <li>5. I believe that if we take on this change, there is a high likelihood that we will be successful.</li> </ol>	<p><b>Knowledge</b></p> <p>Milestone Date ◇</p> <ol style="list-style-type: none"> <li>1. I clearly understand the impact this change will have on my behaviors, processes, tools, and workflows.</li> <li>2. I have the knowledge I need to be successful while the change is being implemented.</li> <li>3. I have the knowledge I need to be successful after the change is implemented.</li> <li>4. I do not foresee any knowledge gaps that might make me less successful as a result of this change.</li> <li>5. I have received adequate training to feel prepared to be successful.</li> </ol>	<p><b>Ability</b></p> <p>Milestone Date ◇</p> <ol style="list-style-type: none"> <li>1. I believe I can close the Knowledge-Ability gap.</li> <li>2. I have been able to practice new skills and behaviors.</li> <li>3. I am capable of implementing the changes to my behaviors, processes, tools, and workflows.</li> <li>4. I believe the training provided will give me what I need to be successful in this change.</li> <li>5. I can access additional knowledge and support when needed.</li> </ol>	<p><b>Reinforcement</b></p> <p>Milestone Date ◇</p> <ol style="list-style-type: none"> <li>1. The organization is committed to keeping the change in place.</li> <li>2. There are mechanisms in place to sustain the change.</li> <li>3. I know the consequences of not performing my new activities.</li> <li>4. I am rewarded for performing in the new way.</li> <li>5. My performance in the new way is evaluated.</li> </ol>

© Prosci, Inc. All Rights Reserved.

Prosci

55

55

## Navigating AI Adoption With ADKAR

### Laying the Foundation for AI and Change

Industry Disruption  
Organizational Disruption  
Job Disruption  
Task Disruption  
Foundational Perspectives

### What is the Nature of the Change?

**Organizational:**  
Tailored Technologies and Pervasive Proficiencies  
**Individual:**  
AI Workflow Integration

### Applying ADKAR to AI Adoption

Awareness, Desire, Knowledge, Ability, and Reinforcement to **confidently and competently integrate AI to improve my work and increase my impact**

© Prosci, Inc. All Rights Reserved.

Prosci

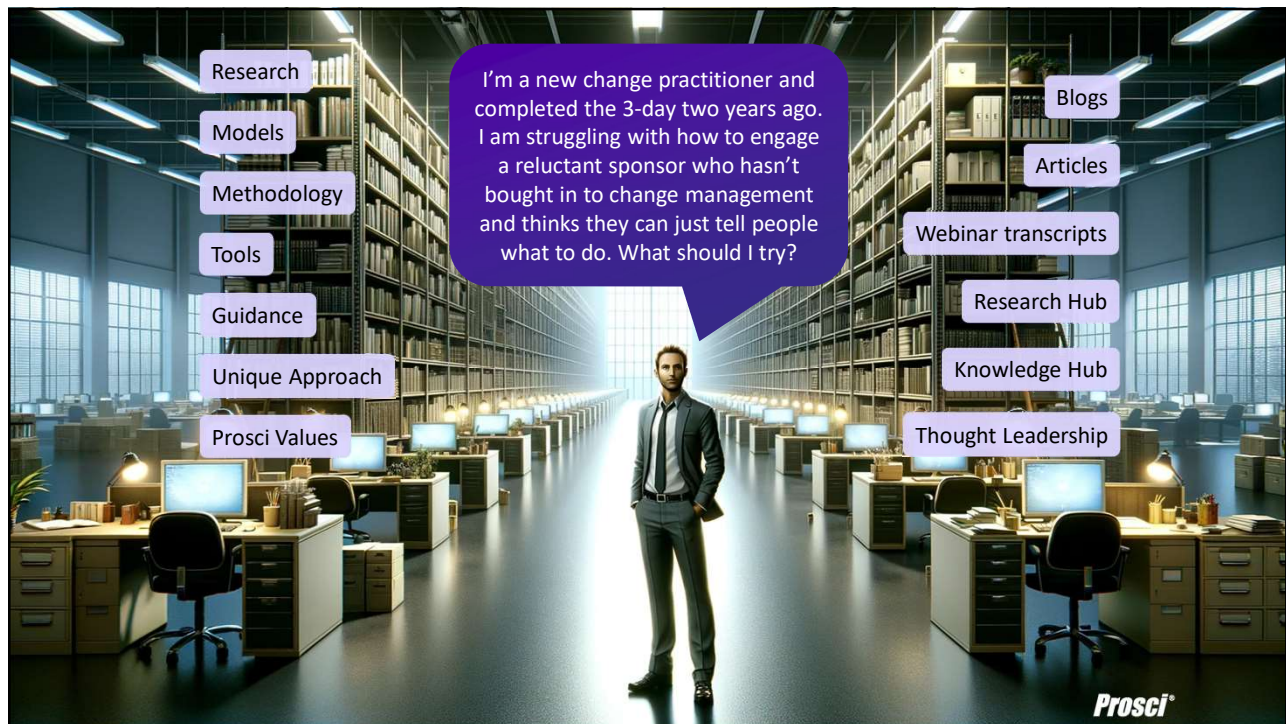
56

56



# Navigating AI Adoption with ADKAR

www.prosci.com/webinars



57

## AI Resource Quick References – Prosci

### Podcasts

[Innovation Junkies – Part 1, Innovation, Strategy, & Research \(April 2024\)](#)

[Innovation Junkies – Part 2 On AI in the Use of CM \(May 2024\)](#)

[The Project Chatter – What's all the fuss about Gen AI? \(April 2024\)](#)

[Change It – Part 3, AI: Your Intern, not your Oracle \(Feb 2024\)](#)

[Special Episode – AI & Focusing on the People Side of Change \(May 2024\)](#)

### Articles and Blogs

[A Point of View on AI, Change, and Change Management \(July 2023\)](#)

[12 things we learned about AI and CM in 2023 \(Jan 2024\)](#)

[How to Leverage your AI Intern \(with nonprofit example\)](#)

[Creating Cartoons for Webinars, and Lessons Learned](#)

[Data and insights on AI, Change and CM – webinar review](#)

[AI Integration in Organizations: A Dual Approach](#)

[AI in CM: Early Findings, Challenges and Opportunities](#)

### Webinars, Reports & Pages

[Early Insights, Applications, and Implications of AI in CM \(Jan 2024\)](#)

[Applying ADKAR to AI Adoption Challenges \(Sept 2023\)](#)

[Navigating AI Adoption with ADKAR \(coming May 2024\)](#)

[Impact of AI on Change Management – Research Finding \(Oct 2023\)](#)

[Early Insights and Applications – Webinar Findings \(Feb 2024\)](#)

[Leveraging AI for Nonprofit Funding and So Much More \(Jan 2024\)](#)

[Prosci AI Change Management](#)

[Prosci AI Chat Tool](#)

© Prosci, Inc. All Rights Reserved.

Prosci

58

58

# Navigating AI Adoption with ADKAR

[www.prosci.com/webinars](http://www.prosci.com/webinars)

Your global partner for change success

[solutions@prosci.com](mailto:solutions@prosci.com) | +1 970 203 9332 | [prosci.com](http://prosci.com)

**Prosci**  
PEOPLE. CHANGE. RESULTS.™

59