

# Capital Project Scenario Planning

## Part 1: Scenario Development

Divide into small groups.

Assign each group a specific scenario related to the move into the new hospital. Examples include:

1. New Technology Implementation
2. Change in Workflow: Adjusting to new patient care protocols or team structures.
3. Physical Environment Challenges: Navigating a larger facility with new layouts and resources.

**Elaborate on your scenario (e.g., what new tech or workflow)**

## Part 2: Apply the ADKAR Model

**1. Awareness: What are the reasons for this change? Are there factors that remain unclear?**

**2. Desire: What strategies can we use to foster a desire to embrace the change? How can we address any resistance in ourselves or our colleagues?**

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**3. Knowledge: What training or resources will be necessary to ensure we understand the changes? What information do we need?**

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**4. Ability: What will help us translate our knowledge into practical application? What has worked for us before? What hasn't?**

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**5. Reinforcement: What mechanisms can we put in place to ensure the changes are sustained over time? How will we celebrate successes?**

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## Part 3: Reflection and Action Planning

Individually reflect on your own role and responsibilities in the upcoming move. Write down:

- One action you will take to support the change based on the ADKAR model.
- How you will seek support for your own transition.
- Any concerns you have and how you plan to address them.