

Methods to Managing Resistance to Change

Method	Description	Context
Education & Communication	Communicate the desired changes and reasons for them	Resistance is due to lack of information
Participation & Involvement	Involve potential resisters in designing and implementing the change	Resistance is a reaction to a sense of exclusion from the process
Facilitation & Support	Provide skills training and emotional support	Resistance is due to anxiety, uncertainty, or fear needed adjustments cannot be made
Negotiation & Agreement	Offer incentives for making the change	Resisters are in a strong position to undermine the change process
Manipulation & Co-operation	Use selective information or put potential resisters in a desirable role in the change effort to gain their endorsement	Other methods are too time consuming or resource demanding
Explicit & Implicit Coercion	Threaten loss of jobs or promotion opportunities; fire or transfer those who can't or won't change	Change recipients have little capacity to resist; survival of the organization is at risk without the change

Reducing Resistance Methods For Enhancing Openness To Change

Mark H. Anshel



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