

## 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

**Ian Pickup**



## **Reducing Resistance Methods For Enhancing Openness To Change:**

Embark on a breathtaking journey through nature and adventure with is mesmerizing ebook, Natureis Adventure: **Reducing Resistance Methods For Enhancing Openness To Change** . This immersive experience, available for download in a PDF format ( PDF Size: \*), transports you to the heart of natural marvels and thrilling escapades. Download now and let the adventure begin!

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