| 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 resistors 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 | Resistors 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 |

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