


Working with Change Resistance

Identifying and dealing with potential resistance during change

The only thing constant in organizations today is change. Managers and leaders are expected to drive and lead their people through changes that have significant business and people impact. The ability of change leaders and line managers to effectively take teams through the change is critical. A key skill is being able to anticipate resistance, to understand its “real” cause, and then manage it; as resistance causes time delays and escalates costs.

In this highly interactive, 2-hour session, participants will explore the essential skills they need to proactively identify, or understand the real reasons of resistance, and manage them. Understanding the 'real' cause of resistance from team members will be a key learning.

With a pre-session work involving a real change case that is challenging, as the backdrop, participants will explore the next steps to help them develop an action plan for implementation, in a facilitated conversation.



**Making
the uphill
climb
easier**

2-HOUR LIVE SESSION (including Learning Objectives)

Pre-session assignment	1	2	3	4	Post-session reading
<p>Think of a case where change is not moving at the desired pace. Note the situation and the team members involved in it. We will use this case with you during the session.</p>	<p>Understand why the change initiative is not progressing as planned / expected</p>	<p>Understand what is the "real" cause of resistance from your team members</p>	<p>Explore what you can do to move your team towards the desired change</p>	<p>Identify next steps to help your team embrace change</p>	<p>We will share with each participant, a caselet illustrating the successful implementation of this method.</p>

This session is designed for all professionals who need to lead change in organizations.

15-25 PARTICIPANTS

JOB-AIDS

- Soft copy of a template to help develop an action for implementation
- Soft copy of a success story caselet

LIVE features & requirements

- A smooth-functioning virtual learning platform
C2C-OD team is well-versed with platforms such as Zoom, WebEx, GoToMeeting, and Adobe Connect. Use of a custom/in-built learning platform will require us to spend some time familiarizing ourselves with the platform. A separate fee may be charged for this additional effort.
- A stable internet connection
- Chat function
- Whiteboards
- Polling
- Virtual break-out rooms
- Video enabled

LIVE dos and don'ts for participants

- Please do a test run to ensure your system (audio/visual) is working, in advance.
- Please join the session from a place where you can focus, to avoid distractions and background noise.
- Please ensure the place/room is well-lit, when your camera is on. Well-lit faces are more engaging.
- Please mute your microphone, if you are not speaking, to cut down on background noise when others are speaking.
- Please do not multi-task or run your email system in the background.