

Managing change resistance during transformation



What is change resistance?

The action taken by individuals or groups when they perceive that an occurring change is a threat to them.



Why do individuals resist change?

Whenever a change is perceived as creating some threat to an employee having his/her needs met, the employee is likely to resist change.



What are the common signs of resistance?

- Loss of status
- Change to responsibilities
- Lack of perceived ability
- Misinformation
- Less autonomy
- Threat to security
- Impact on personal pride
- Fear of loss
- Fear of the unknown
- Feel status quo is working
- Impact to wealth
- Change will make more work
- Job satisfaction impact
- Poor working conditions



How can you manage change resistance?

There are different ways you can manage resistance to change during a transformation, however the simple answer is that you must expect it to happen and plan for it in advance. If you have thought through the potential resistance points around the change you will be better prepared to handle it. If resistance occurs, it must be addressed formally. Clear, concise and authentic engagement with stakeholders is needed. Seek to understand the root cause of the issue and address it.

