

Job Aid

Strategies to Overcome Obstacles

Purpose: Use this job aid to review the strategies for overcoming the different obstacles to change.

Change always reveals obstacles. You need to know how to confront those obstacles and how to overcome them.

Strategies for overcoming obstacles to change

Obstacles	Strategies for overcoming obstacles
Employee resistance based on fear of how change will affect mutual agreements	Explain the change
Employee resistance based on hasty assumptions about change	Effective communication Provide adequate information
Employee pessimism about change and its results	Communicate the message often Aim for early success
Employee resistance based on a lack of knowledge, familiarity, or skills	Provide the knowledge and resources people need
Lack of leadership support	Shed light on positives Show leaders that employees are equipped Remove managers who are obstacles
Limiting organizational policies	Align organizational policies with change goals Streamline processes Walk the talk
Lack of co-location	Use techniques that strengthen virtual teams and support remote employees through the change Improve communication Manage teams effectively Send material ahead of time Pay attention to administrative tasks, such as creating agendas and documentation

Course: Leading Your Team through Change

Topic: Resistance to Change

