Manage Resistance to Change

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# Introduction

During the implementation of a new training program, the utmost operative ways to accomplish resistance to change may be to make the change occur, offering incentives to encourage change, providing resources and support, and more importantly communicating why change is important. This paper aims to discuss the managing strategies during change.

# Main Body

One of the most important strategies for the management during resisting change on the organizational or institutional level is communication. It is the responsibility of management to make people aware about this importance, furthermore, they have to educate them about the nature and logic behind this change. One of the effective ways to communicate is arranging a meeting and asking for feedback and concerns (Dwyer & Hopwood, 2019). In such situations, this will help educate people about the importance of the change. Moreover, this tactic does not demand too much cost management, the only essential requirement is to arrange meetings or online consultations. Second strategy for managing resistance for change is to make change happen. This includes announcements by the management about punishments and threats of punishment. In short, announcing strict policies or strategies may be helpful, and in such situations, subordinates may cooperate with the management team. The third strategy includes offering incentives to subordinates so that they will accept the change. Providing incentives to a team may be helpful to motivate them for a change within the organization(Gallus & Frey, 2016). Another strategy can be providing support and resources by the management to make change possible for employees and to support their efforts. To provide facilities including training and resources during the change, employees may be able to better cope with the change. Managers can also help workers to manage with organizational change pressure by receiving feedback and creating an understanding of problems and finding their solutions.

# Conclusion

It is to be concluded that, to make subordinates understand the need and importance of change, it is the responsibility of management to coordinate with them. They can also facilitate them and provide resources to encourage and motivate them to accept the change.

References

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