Employee Resistance

How can we help?

Understand the source of resistance

We conduct a thorough analysis to identify the root causes of resistance. This could involve surveys, interviews, and feedback sessions to gather insights from employees.

Communication and transparency

We clearly communicate the reasons for the change, the expected benefits, and the potential impacts on employees. Transparency builds trust and helps employees understand the rationale behind the changes.

Create a compelling vision

We develop a compelling vision for the future that aligns with both organisational goals and individual aspirations.
We help employees see the positive outcomes of the change and how it contributes to their professional growth.

Involve employees in the change project

We encourage employee participation and involvement in the change process. Seek their input, address concerns, and involve them in decision-making whenever possible. This fosters a sense of ownership and reduces resistance.

Provide adequate training and support

We ensure that employees have the necessary skills and knowledge to adapt to the changes. Training programmes and ongoing support can empower employees and make them more receptive to new ways of working.

Leadership alignment and support

We ensure that leadership is aligned with the change and demonstrates commitment. Visible support from top management can influence employees and serve as a role model for embracing the changes.

Address concerns and fears

We actively listen to employees' concerns and address them empathetically. We acknowledge the uncertainties and fears associated with change, and provide reassurance where possible. A well-managed change programme includes mechanisms for feedback and adjustment.

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How would we measure success?

To measure the success of a change programme aimed at overcoming resistance among employees, we will focus on some of these key indicators:

- Employee engagement: changes in engagement levels
- Adoption rates: adoption rate of new processes or behaviours
- Productivity and performance: impacts on organisational effectiveness
- Employee satisfaction: satisfaction levels before and after the change
- Training completion rates: completion of training programs
- Feedback and surveys: employee feedback through surveys
- Reduction in resistance: decrease in employee resistance