BILC Prof Dev Seminar WORKSHOP

**Managing Resistance to Change in the Face of Innovation**

Led by Dr Edelmira Nickels

Summary:

Change can be challenging at both individual and organizational levels. It disrupts battle rhythms, standard operating procedures, planning, and sometimes policy. However, without change there is no innovation. The objective of the workshop was to discuss ways to manage resistance to change. To that end, the workshop used small-group work and plenary discussions to share the challenges participants faced, to identify common challenges to change, and to understand well-established strategies to overcome said challenges. The slides offer highlights of the very lively discussions that took place. For instance, common among the reasons to resist change were: concerns about lacking the necessary competence, the possibility of an increase in workload, unknown ripple effects from effecting change, and job insecurity. Six different change management models were discussed, including: Lewin’s Change Management Model, the ADKAR Model, Kotter’s 8-Step Process, the McKinsey 7-S Model, Bridges’ Transition Model, and the Satir Change Model. Participants left the workshop with a basic understanding of at least one of the models and with an overview of the other five models discussed.