

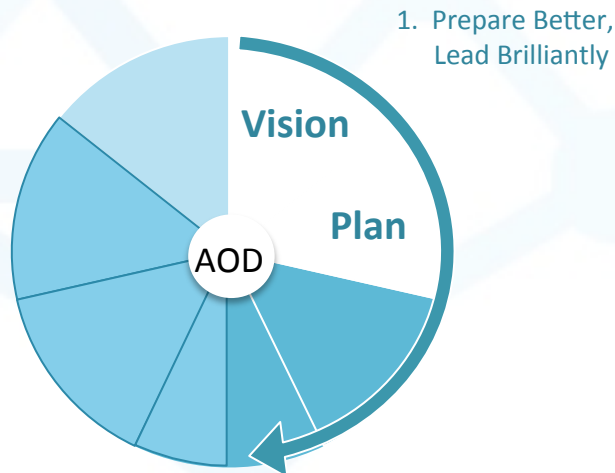
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Introduction to Dealing with Change Resistance

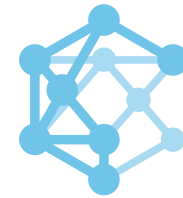


The GameChanging approach converts change resistance and natural skepticism into support for strategic change initiatives.

We recognise change resistance is natural. AOD uses this part of Preparing Better for Change to turn objectors into supporters by helping them discover how to articulate change in a way that best suits them.



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GameChanging

An innovative approach to converting change resisters into strong advocates for change.



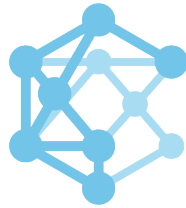
How AOD turns resistance into support

GameChanging is a useful and very effective technique in several AOD contexts. In visioning it can be used to help generate ways around blockers and obstructions that appear to be impossible to resolve. It often helps Benefit Control meetings to generate innovative and smart alternative plans.

AOD is realistic about change. It starts from the view that change is an overload upon business-as-usual which, while it may have some positive outcomes for individuals, often also has serious negative outcomes for them. The most negative outcomes are often for the very people who know most about “the devils in the detail”. It is unsurprising that these people are often resistant to change. AOD believes that these are people who must be listened to, learned from, but who must have a robust technique that truly enables them to re-position the change in the context of a positive future for themselves. The process must be systematic and re-usable and enable people to change their own hearts and minds.

The AOD technique used for this regularly achieves startling turn-arounds and is very successful at capturing real issues whilst at the same time carrying resistant people past self-limiting beliefs about the change into becoming supporters. The GameChanging process can be used in planned situations where you can identify a community that is cynical about or resistant to change.





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Could the GameChanging 'how-to' guide help you?

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