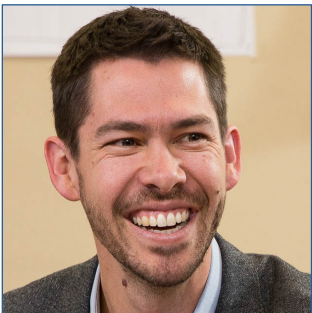


RESISTANCE TO CHANGE

doesn't exist



By Richard Lawrence
For Mile High Agile, April 3, 2015



RESISTANCE TO CHANGE DOESN'T EXIST

As you come in, introduce yourself & discuss with a few people near you:

What's an example of a time when you proposed a change and experienced resistance? What happened? What did you do about it?

REFRAMING RESISTANCE

RESISTANCE AS A RESOURCE

(Source: Dale Emery)

The Harsh Reality of Resistance:

I can't make **anyone**
do **anything**.

RESISTANCE AS A RESOURCE

(Source: Dale Emery)

The Hopeful Reality of Resistance:

I can sometimes
**change a point of
view.**

RESISTANCE AS A RESOURCE

(Source: Dale Emery)

Resistance is a source of info about:

- the person
- the environment
- your request
- you



The Theory of Constraints
LEVELS OF RESISTANCE

The Theory of Constraints

LEVELS OF RESISTANCE

- 1) Disagreement on the nature & extent of **the problem**

The Theory of Constraints **LEVELS OF RESISTANCE**

- 1) Disagreement on the nature & extent of **the problem**
- 2) Disagreement on **the solution**

The Theory of Constraints

LEVELS OF RESISTANCE

- 1) Disagreement on the nature & extent of **the problem**
- 2) Disagreement on **the solution**
- 3) But there are **additional negative outcomes**

The Theory of Constraints

LEVELS OF RESISTANCE

- 1) Disagreement on the nature & extent of **the problem**
- 2) Disagreement on **the solution**
- 3) But there are **additional negative outcomes**
- 4) There are **obstacles**

The Theory of Constraints

LEVELS OF RESISTANCE

- 1) Disagreement on the nature & extent of **the problem**
- 2) Disagreement on **the solution**
- 3) But there are **additional negative outcomes**
- 4) There are **obstacles**
- 5) But **will others collaborate on this?**

The Theory of Constraints

LEVELS OF RESISTANCE

- 1) Disagreement on the nature & extent of **the problem**
- 2) Disagreement on **the solution**
- 3) But there are **additional negative outcomes**
- 4) There are **obstacles**
- 5) But **will others collaborate on this?**

QUESTIONS?

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