When you hear the term 'change resistance', what is the first thing that comes to your mind?



Remember when something changed for you in the last 6 months: What was your first unconscious reaction?

Panic	Shock	Reflection
Finally	Is this needed?	Survival
Anxiety	Excitement	Worry

Remember when something changed for you in the last 6 months: What was your first unconscious reaction?

Walk away from it.	Irritated	Fear and the need to escape
Shock	Another one	Fear
I did not feel comfortable	I don't want it to change!	I am not ready for this. This is not what I planned.

Remember when something changed for you in the last 6 months: What was your first unconscious reaction?

Uncertainty

It was unclear what was going to happen so I was a bit uncertain,.

If elt blocked

Have to work from home because of Corona. I didn't liked it to stay at home.

Loose of influence

I need to learn something new again

Remember when something changed for you in the last 6 months: What was your first unconscious reaction?

What now?	help!	Unknown
Curiosity	I am happy to do new things and learn new things	Overload
exiting	Takes time to adapt	yeah, finally!

Remember when something changed for you in the last 6 months: What was your first unconscious reaction?



stop and start thinking

Anxious

I smelled that a lot of problems would come towards me

If I had known before...

ConflictsDiscussion

happy



Remember that change which happened to you in the last 6 months: How did you really feel about it?



Adapt and work with it	Accept as it is	excited
Нарру	afraid	Excited
Concerned	angry	Anxious and uncertain

Remember that change which happened to you in the last 6 months: How did you really feel about it?



Excited	Relieved	Determined to make it work, for self and team
energy	Firstly Helpless, until I told myself I cannot change it. Focus on what I can do vs what I cannot	Curious
Anxious	I was excited but scared of the new responsibilities at the same time	overwhelmed



Remember that change which happened to you in the	a last 6	
months: How did you really feel about it?		

Try to see it as an opportunity

uncertain

Afraid of the change, but somehow happy

I felt frustrated that people made the decision for me. Even though I agreed with the outcome, I felt left out.

A break from the hectic life and feeling what is important, i.e. health

i loved it, we where working so hard to get it realized and finally its there

Take time to evaluate

New beginning

After a first moment of uncertainty, I tried to adapt to the new situation in short time, without fear but with trust in the future

Now go back to this change that happened to you in the last 6 months: Do you recall any specific unconscious behavior?

Inventiveness	Withdrawal	Try to evaluate.
beeing reserved at first	freeze up	angry
No	Maybe I was triggered more easily for small things, normally I am more calmed	Help others in same situation.

Now go back to this change that happened to you in the last 6 months: Do you recall any specific unconscious behavior?

try to evaluate

Start planning.

Looking for solutions

Became distracted and doubting the reason for the change

Focus on daily routine, discipline, things I can control

Becoming angry

try to find gaps or loopholes

push for being ready to change: unconsciously I started to read, look for, study on the new opportunity

I really asked myself what would have been for all of us, whato would have happened

Now go back to this change that happened to you in the last 6 months: Do you recall any specific unconscious behavior?

become too rational

I wish to have control

rebellious.

No

Getting more involved, increased time with team members

More focus on family and wellbeing and more focus on myself staying good and healthy

A lack of energy

Started to accept it and plan the next steps in mind

Be more active in sports and more social media cpntact

Remember that change from earlier: How did you evaluate personal benefit vs risk?



Exciting change and the personal benefit was huge compared to the risk

I didn't saw the benefit and saw the risk to stay at home for indefinite time.

Accept reality, think of advantages

Does it help save time and energy?

Personally to see that I have to explain everything again and on the other side beeing again the "key" person in the game

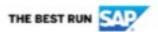
Although a risk, if I cannot control or influence it - just accept what comes with it.

for me in my situation I can handle

By:How far and how will the change impact my Work?

Personal benefit was higher than the risk

Remember that change from earlier: How did you evaluate



Evaluate the pro's and con's for myself

Is it more fun?

right for me/groups further development

What would happen if I do not embrace the change pros vs cons and what am I afraid of

personal benefit vs risk?

In that case, I perceived the change as a duty, but also as an opportunity to benefit of increasing the focus on our family life

Getting the best from an unstoppable situation

Personal benefit = elevated as I gained more visibility in the team. Risk = Moderated, mainly because my workload increased considerably.

Change of routine, boring tasks?

Considered all options and which would be the best for me (and my family)

Remember that change from earlier: How did you evaluate personal benefit vs risk?



The change was super exciting. There were some risks but generally the excitement overwhelmed the risks.

Felt like I had no choice so looked for the positive

Best opportinities

Evaluate all the pro's and cons

the personal benefit outweighed the public risk in some cases and in other cases of thought, the public risk outweighed the personal benefit. It kept changing depending on the situation.

my benefit is in learning something new and gaining something, the risk of losing something is not there

т

Which of the following aspects is most likely to trigger a resistance in you?

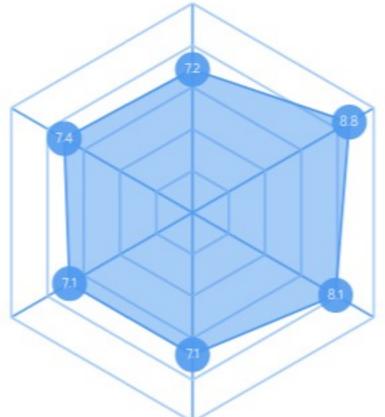


How do you assess the proposed strategic approaches to overcome resistance to change?



adapting behavioral pattern with self-awareness and courage

involving resistors in project or solution design to decrease the feeling of forced adoption



enabling a cultural change by embracing failure and honest dialogues and communication

inspiring leadership focused

on intrinsic motivation and

identifying active resistances and confronting directly

the purpose behind the change

reward heavily impacted change champions



Feel free to share your questions with us to get the discussion started

2 questions1 upvotes

I would like to kindly ask you to provide your feedback on today's session right here



Many thanks for the overview! Where to find more details on the phycological aspects. Eg. which are the most effective ways to change the passive resistance?

Very surprised by "FU " movement globally name On the slide but could be a cultural difference in acceptable "language " ...

To approach change management strategy by addressing different levels of resistance. e.g. Unconscious (indirect) Vs Conscious (thinking).

About the stages/steps. Yes it was worth.

how do you figure out how much time you need to reserve for a change. For instance when specifying a project. Afterwards tt always seems to be to short:-)

it was worth my time and was deeper in detail than i expected.

The webinar really met all the expectational think I have understood that you can join the resistance movement in order to drive it to support the change in a different way! have also learned that a failure is often a component of a success project

I'm potentially facing a change in my job, so thanks ...I'll keep into account all the perspectives you gave us today

After this workshop: What are your biggest pain points in facing the immense changes ahead? Which support would you appreciate the most?

It was really worth joining it. It will help me with the change we are in at this moment

Biggest pain point: Dealing with myself frustration. Support appreciated: Resources and information to help achieve this

A kind of newsletter where specific topics are higlighted

Any apps or books to read would be greatly appreciated.

It gave a clear perspective in how we respond and suggestions in how to deal with it

I'd really appreciate a strong sponsorship of my Company's board about the incoming challenges How to develop softkills to better accept the changes.

I would love to see some further reading and references

Any docs or books are really appreciated

THE BEST RUN SAP

After this workshop: What are your biggest pain points in facing the immense changes ahead? Which support would you appreciate the most?

How to deal with colleagues and mangers that have a strong resistance to change

More help material in slides,, games etc. would-be be helpfull. Thanks for the session! Like Jacob mentioned, changes are brought to us in a higher frequency, for certain organisations this is still 'hard work' in regard to adaption in the organisation...