



Leading Positive Change

May 5, 2021



Vensure Employer Services and our PEO Partners



Agenda

- 1 Reasons People Resist Change
- 2 Kotter's 8-Step Change Model
- 3 When Change is Imposed on You
- 4 Q&A

Instructions for Submitting Questions with GoToWebinar



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› We will try to answer all the questions within the allotted time; however, if you did not get your question answered or if you come up with a question after the webinar ended, please contact webinarHRhelp@Vensure.com

Our Panelist



Robin Paggi
Training and Development Specialist

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Reasons People Resist Change

Reasons People Resist Change

- › Loss of Control
- › Excess Uncertainty
- › Surprise, Surprise
- › Everything Seems Different
- › Loss of Face
- › Competence Concerns
- › More Work
- › Ripple Effects
- › Past Resentments
- › Sometimes the Threat is Real



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Kotter's 8-Step Change Model

Kotter's 8-Step Change Model



Step 1: Create a Sense of Urgency



Step 2: Form a Powerful Coalition



Step 3: Create a Vision

Kotter's 8-Step Change Model



Step 4: Communicate the Vision

- › Talk Often about Your Change Vision
 - › Reasons for change
 - › Benefits of Change
 - › Obstacles to Change
 - › Risk if Change Does Not Happen
 - › What Isn't Changing

Kotter's 8-Step Change Model



Step 5: Remove Obstacles



Step 6: Create Short-Term Wins



Step 7: Build On the Change



Step 8: Anchor the Change in the Culture

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When Change is Imposed on You

When Change is Imposed on You

- › Stages of Change
 - › Denial
 - › Anger and Resistance
 - › Exploration and Acceptance
 - › Commitment
- › Self-Assessment
 - › Knowledge
 - › Skills
 - › Abilities



Q&A

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**Thank You for
Your Time**

