

# Diving Into Resistance

# What is Resistance?

Refusal to accept or comply with a change; the attempt to prevent changing something by action or argument



What is a  
Resistance  
Manager?



# Overcoming Active Resistance

Engaging Executive Sponsorship

Communicating proactively

Identifying and confronting directly

Equipping and enabling managers/Supervisors to address resistance

Involving those resisting in project or solution design

# Overcoming Passive Resistance

- Communicating transparently, openly, and honestly
- Using positive peer influence and change agency networks
- Inviting participation in the solution design
- Enlisting leadership support



# Working With The Individual



- Engage with the resistant individual regularly
- Engage with managers and supervisors
- Communicate intentionally
- Coach resistant individuals
- Sincerely listen to concerns

# Can Resistance Help The Outcome?

When the root cause of resistance is identified early

When data or investigation can verify resistance

When resistant stakeholders are involved in project planning and execution.



# Barriers and What To Do About It

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Ineffective leadership

Start earlier

Intensity of resistance

Committed and competent sponsor support

Unsupportive managers

Engage mid-level managers/supervisors from the beginning

Ineffective alignment with the change team

Create robust and structured resistance plans

Lack of organization readiness

Communicate more





The background is a light blue gradient. On the left and right sides, there are stylized white leaf graphics. The top leaves are simple oval shapes with a central vein. Below them are larger, more complex leaf shapes with multiple lobes and veins. At the bottom, there are smaller, simpler leaf shapes. The overall aesthetic is clean and modern.

# Questions?

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