

Impact on Employees







Productivity Impact Changes can affect productivity, but can also lead to improvements.



Employees may resist change, either openly or subtly.

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Why People Resist Change

Fear of the Unknown

Change brings uncertainty, which can be scary. People might worry about their performance, skills, and relationships with new team members.

Loss of Control

Change often means new rules and processes, which can make people feel like they have less control over their work.

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More Reasons for Resistance

Comfort with Familiarity

disrupts these routines, making people feel uncomfortable.

Past Experiences

people wary of future changes. Poorly managed changes can lead to distrust.

Supporting Change: Communication



Clear Messaging

Consistent communication is key to avoid confusion and rumors.



Multiple Channels
Use various methods to reach
everyone, like emails, meetings, and
written updates.



Two-Way Communication Create opportunities for feedback and questions to build trust.

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Supporting Change: Employee Involvement



Seek Input

Ask for ideas and feedback throughout the change journey



Offer Choices

Give employees options when possible, like desk setup or equipment.



Build Buy-in

Involvement helps build buy-in and makes the change more successfu

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Supporting Change: Training



Initial Training

Provide necessary skills to use new technology or processes.

Formal training sessions, online courses, or hands-on workshops.



Ongoing Support

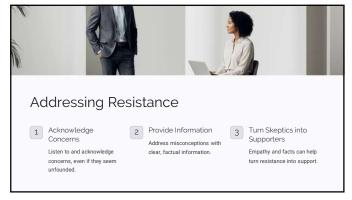
Offer help desk, change champions, user guides, or FAQs.

Consider a buddy system for peer-to-peer learning.









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