

Resistance to change and rapid change

Business



In another breadth, resistance to change takes place because subjects develop suspicions of unfairness in regards to the changes that take place. Commonly, resistance happens through the development of organizational conflicts (Jim, 2001). Also, resistance may happen through a lack of commitment towards new regulations that are spelled out in the course of the change. What is more, resistance takes place through absolute disregard and disobedience to the instructions associated with the change. To address the issues of resistance to change, managers are advised to understand why resistance would take place and a will power to address the issues head-on. A democratic organizational decision-making system that takes up the interest of all stakeholders on board is for example suggested as a very useful strategy in addressing the issue of resistance to change. This strategy is sure to work because it seeks to bring all people on board ahead of the change implementation. Once everyone gets satisfied with the need for there to be change, they are left with no other choice than to heed to the changes (Bill et al, 1999).

Reference List

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- Kotter J. P and Heskett J. L. (1992). *Corporate Culture and Performance*, New York: Simon & Schuster