

Coaching



'RESISTERS'

to...

'Accepters'

ORGANIZATIONAL CHANGE

VUCA World of Change1

PEOPLE = KEY TO SUCCESS

70-80%+ of All Change Strategies Fail1

WHO RESISTS CHANGE?

3 Resister Groups Identified2

HUMAN REACTIONS TO CHANGE

Typical Responses & Brain Reaction to Changes2

PERSONALITY and CHANGE

4 Primary Personality Styles Reactions to Change4

SUCCESSFUL CHANGE STRATEGIES

6 Stage C.A.S.T.E.R. Model of Change6

COACHING TO ACCEPTANCE

Scenario: Manager Coaching Resisting Employee8

CONVERSATION SUMMARY

Overview of Manager Coaching Employee10

APPENDIX A: ASSESSMENT

- *Your Style@ Work*

APPENDIX B: ASSESSMENT

- *Team Style @ Work*