

*The truth about
resistance ...*

*and what you can do
about it!*



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I Develop Professional Coaches through ICF Accredited Training, Mentor Coaching, and Coaching Supervision



Why is my client resisting change?



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Break Out Room Activity

How have you encountered resistance?

What did you do about it?



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Compliance approach seems
faster and easier than an
invitational approach



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The challenge:
When the forcing mechanism
is removed, many changes
roll back



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Invitational Coaching Approach

A Way of Thinking About Your Client that Drives a Different Approach to Coaching Organizational Change



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Extend an invitation to partnership instead of
inflicting change on people



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Assume Competence



- Creative
- Resourceful
- Unbroken
- Don't need fixing



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Change is a solution.
What's the client's problem?



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Prioritize Client Concerns



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Overcoming Resistance



Stop Creating It!



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Overcoming Resistance



Create Positive Momentum!



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- Focus on Outcomes
- Focus on Business Results



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Hypothesis Testing



Develop Measurable Experiments



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Relinquish Control and Responsibility



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Break Out Room Activity

What things will you apply that can help you combat resistance?



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Check out our Organizational Coaching
ICF Level 2 AATC program!



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I want to hear from you!

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