## The truth about resistance...

and what you can do about it!















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## Why is my client resisting change?





How have you encountered resistance?

What did you do about it?





# Compliance approach seems faster and easier than an invitational approach





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





#### Invitational Coaching Approach



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







Extend an invitation to partnership instead of inflicting change on people





#### **Assume Competence**



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



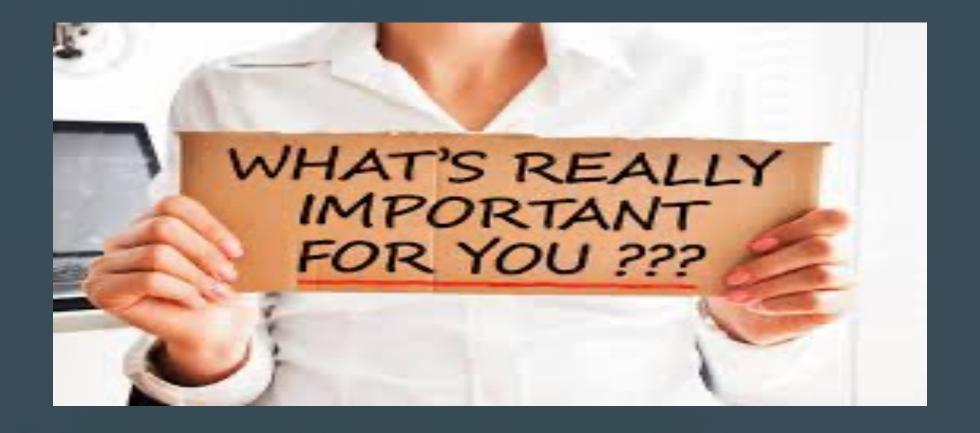




Change is a solution. What's the client's problem?







#### **Prioritize Client Concerns**





#### **Overcoming Resistance**



Stop Creating It!





#### **Overcoming Resistance**



**Create Positive Momentum!** 







- Focus on Outcomes
- Focus on Business Results







#### Develop Measurable Experiments







Relinquish Control and Responsibility





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





## Check out our Organizational Coaching ICF Level 2 AATC program!



I want to hear from you!

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