

## Using Culture to Overcome Change-Resistance Through Examples

Scenario	Problem	Solution
<p><b>Context</b></p> <ul style="list-style-type: none"> <li>Long shift</li> <li>High pay package</li> </ul>	<p>High change-resistance level</p> <p>High change-resistance to new practices</p>	<p>Using language power with their culture (using no title word – appropriate office level language). The language was applied to communication including all the employee requirements that were essential for success. In contrast, the communication was not called “high” or “low” resistance (the culture often did the talking and the responsibility for the new practices).</p>
<p><b>Requirements (needs):</b></p> <p><b>Management (needs):</b></p> <p><b>Staffing (needs):</b></p>	<p>High level of change resistance to “I have to change” by IT staff</p>	<p>High resistance through the need to change practice across several years before individuals were allowed through the corporate gatekeepers. High barriers to the change meant “I have to change” by IT staff was still viewed with suspicion but practice changed the distribution of power (specifically of change-resistance to the staff). The gatekeepers now reported the capacity to give individuals freedom from the system, including the low-cost staff, another team with similar the same results.</p>

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**R Sandford**



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