# PLANNING

# RESISTANCE MANAGEMENT PLAN

## INTRODUCTION

This Resistance Management Plan is developed to identify, anticipate, and manage resistance throughout the implementation of the Learning Management System (LMS) at Happy Land School. The plan is designed to help the project team and management mitigate potential resistance to ensure a smooth transition to the new system.

| SOURCE OF RESISTANCE  (TEAMS OR GROUPS THAT ARE LIKELY TO EXHIBIT RESISTANCE) | ANTICIPATED TYPES OF RESISTANCE (TYPES OF RESISTANCE LIKELY TO BE EXHIBITED) | IDENTIFICATION MECHANISM (HOW WILL THE PRESENCE OF RESISTANCE BE CONFIRMED/VALIDATED) | MANAGEMENT PLAN (STRATEGIES TO OVERCOME/MANAGE RESISTANCE) |
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| Teachers | * Fear of increased workload * Unfamiliarity with new technology * Concern over the effectiveness of the LMS in replacing traditional methods | * Conduct anonymous surveys to gather feedback on the new system * Monitor participation in LMS training sessions * Feedback during staff meetings | * Provide comprehensive and ongoing training sessions * Assign a support team for personalized assistance * Emphasize the benefits of the LMS, such as reduced paperwork and improved student engagement |
| IT Department (if applicable) | * Concern over the technical challenges of integrating the LMS with existing systems * Worry about increased workload due to system maintenance and troubleshooting | * Regular check-ins with IT staff to discuss concerns and potential issues * Performance monitoring of system integration and stability | * Involve IT staff early in the planning and testing phases * Allocate additional resources or temporary staff to assist with the workload * Provide clear documentation and training on the LMS architecture and integration |
| Parents | * Concerns about data privacy and security | * Parent surveys to assess concerns and feedback * Parent-teacher meetings to discuss the benefits and security measures of the LMS | * Provide detailed information on the LMS's data security features * Offer workshops or information sessions to educate parents about the system * Address concerns about screen time by highlighting balanced learning activities that include both online and offline tasks |
| School Administration | * Budget constraints and concerns over the cost of implementing and maintaining the LMS * Hesitation about changing established processes | * Regular budget reviews and financial forecasting * Discussions during administrative meetings to gather concerns | * Develop a clear cost-benefit analysis to demonstrate the long-term value of the LMS * Ensure a phased implementation to spread out costs * Highlight successful case studies from other institutions to build confidence in the system |