

Developing a more change-ready organization

For a traditional organization, the transformation to agility can feel threatening. Most people think change is necessary but can hesitate when it involves them. Be ready to answer their concerns. This sheet helps you prepare your arguments.

The main objections that you will hear	How to prepare for these concerns
"I don't understand."	<p>What additional information and background can you provide?</p> <p>How can you make your point very clear?</p> <p>If the person still doesn't understand, how can you identify what is behind their resistance?</p>
"That's too complicated!"	<p>Without minimizing the difficulty, how can you demonstrate the value of changing?</p> <p>What are the benefits of changing?</p> <p>What kind of simpler initiatives can you propose that will still guide things in the right direction?</p> <p>How can you help the person identify on their own some simple initiatives that will reassure them?</p>

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“That will take too long.”	<p>Without underestimating the time it will take, what quick wins can you identify?</p> <p>What are the current strengths and weaknesses in relation to agility?</p> <p>What can you improve in the short term?</p> <p>How can you help the person to identify quick wins?</p>
“People won’t support it.”	<p>Who needs to back the change, and how can you bring them on board?</p> <p>What new mindset do you need to bring to your colleagues?</p> <p>How can you convince people to adopt this mindset? How can you behave differently and show them the benefits of this mindset?</p>

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“That’s not in our culture.”	<p>What is the culture of the organization?</p> <p>How can you check that people have the right idea of what the culture is?</p> <p>How does this culture support the brand promise and reputation of your organization in the marketplace?</p> <p>Does the culture need to change? If so, how?</p>