



Module 1 - SLP

ORGANIZATIONAL RESISTANCE TO CHANGE (AND WHY GOOD COMPANIES FAIL)

For the Module 1 SLP, we will continue our research into why good organizations resist change. To this extent, please visit the library, and find the following text:



Brown, B. B. (2002). *Easy step by step guide to managing change*. Havant: Crimson eBooks. Retrieved from EBSCO eBook Collection.

Read the chapter entitled “Organization barriers to change.” In this chapter, you will note several key barriers that cause organizations to resist needed change. Namely, these are:

- a. Unclear objectives;
- b. Inappropriate structures; and
- c. Poor communications.

It is important to note the author’s emphasis that any one of these factors create organization-wide resistance to change because they have become part of the organization’s *status quo*.

After reading the chapter “Organization barriers to change,” respond to the following in a well-written, 3-4-page paper:

Part One: Description

Think of an experience you have had with an organization that failed to change when change was needed. Describe the change and explain why the organizational change you identify was needed. Describe what negative consequences (or outcomes) resulted from the organization’s failure to enact the needed change. What were the costs to the organization (e.g., poor employee morale, loss of customers, poor company image, financial losses, etc.)?

Part Two: Application and Analysis

Apply Brown's (2002) perspective to demonstrate how unclear objectives, inappropriate structures, or poor communications contributed to the resistance to change in this organization. In other words, explain how Brown helps us understand why the barrier you have selected caused organization-wide resistance to needed change (keep in mind that we are focused on *organization-wide* – and not on individual – resistance to change).

Part Three: Solution and Recommendations

Finally, as a leader, what could you have done to avoid or minimize this resistance to change? Be specific, and be sure that your recommended actions target the barrier you identified in Part Two (e.g. unclear objectives, inappropriate structures, or poor communications). Be sure that you “connect the dots” by making a clear argument regarding how these specific recommendations would have helped the organization implement the needed change without resistance. If the resistance to change is ongoing, what suggestions do you have for resolving this problem going forward?

SLP Assignment Expectations

1. Minimum length requirements for the Module 1 SLP assignment are 3–4 pages (not including Cover and Reference pages).
2. Be sure to cite your sources using APA Style.
3. Upload your paper to the SLP 1 Dropbox before the assignment due date.

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