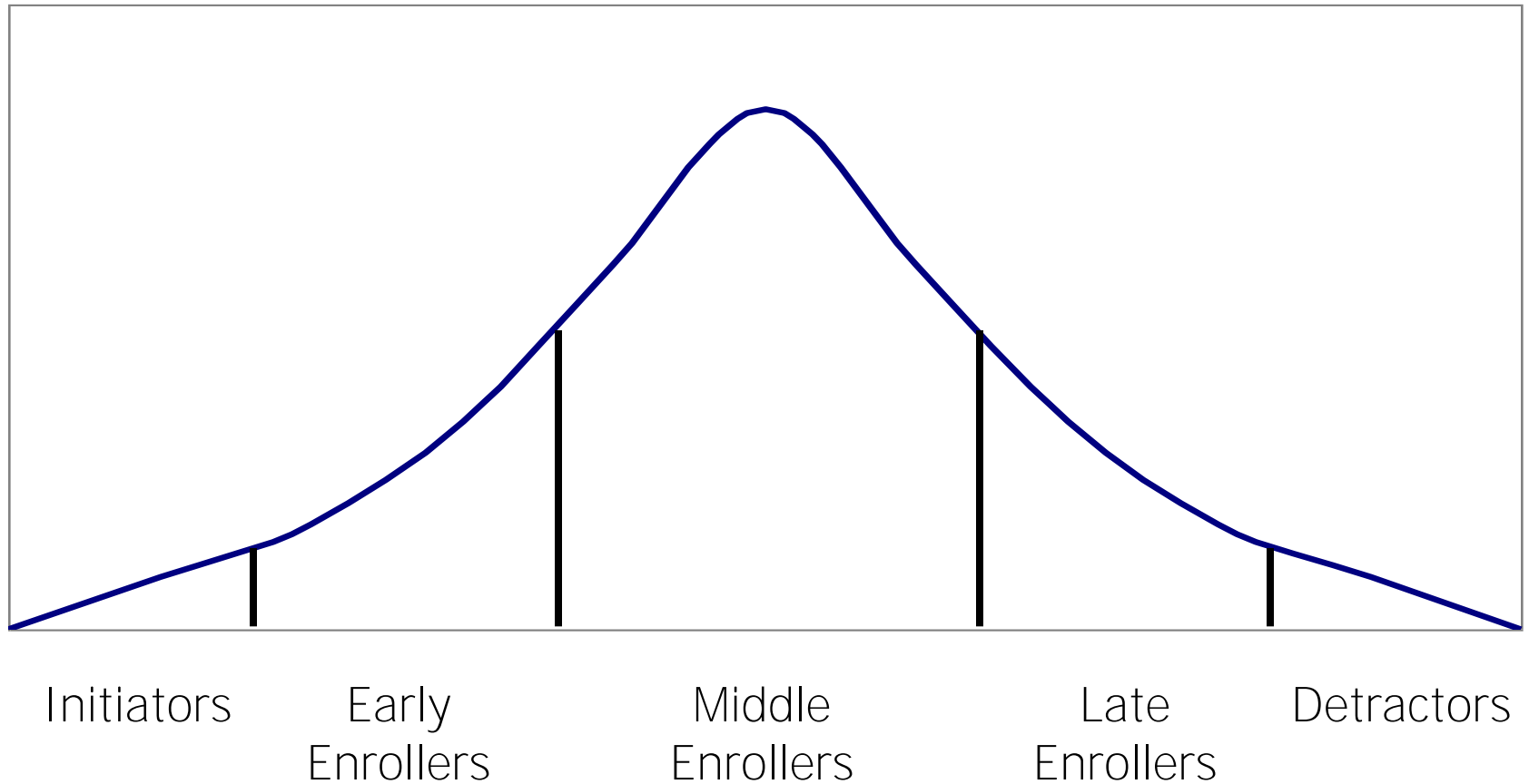
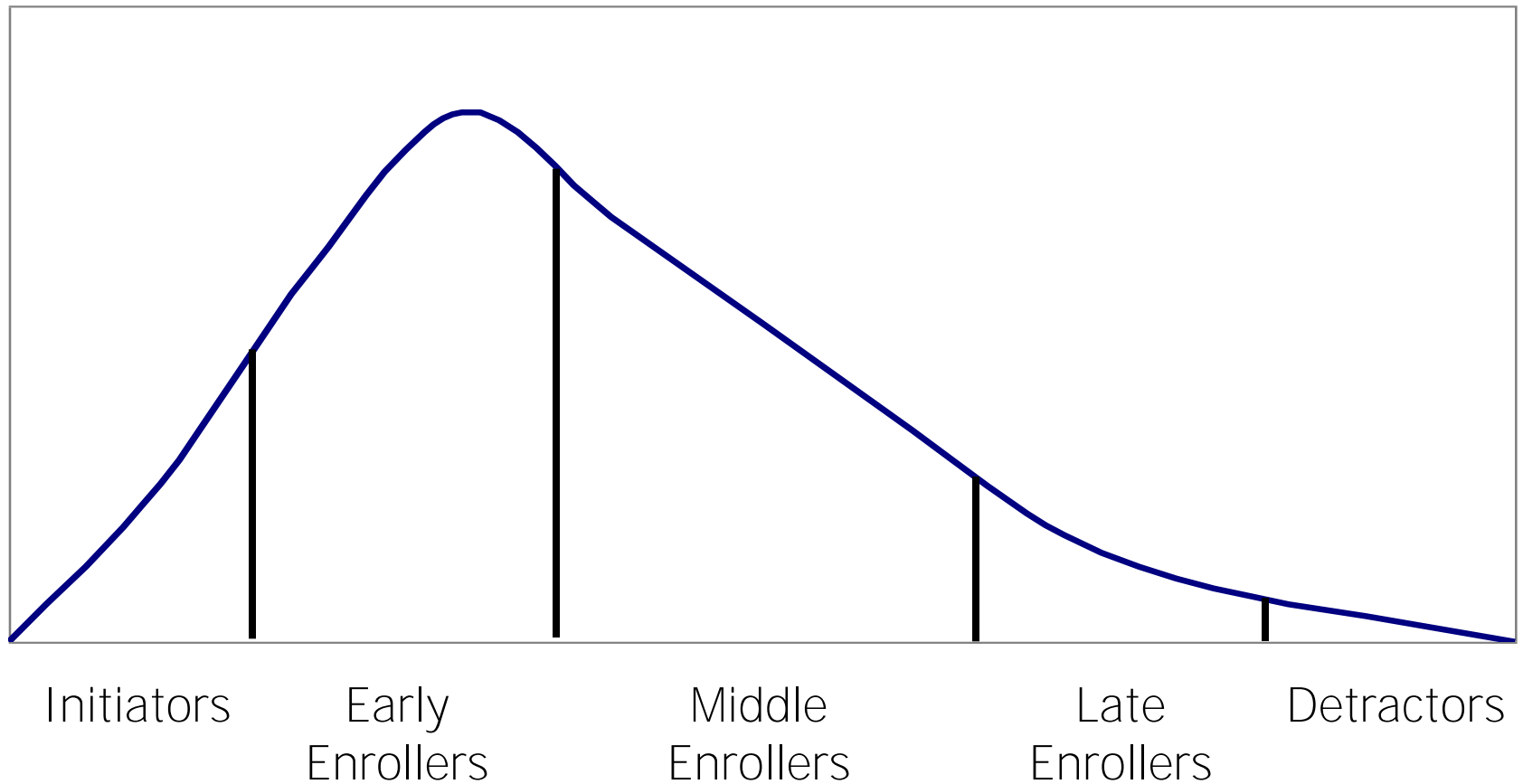


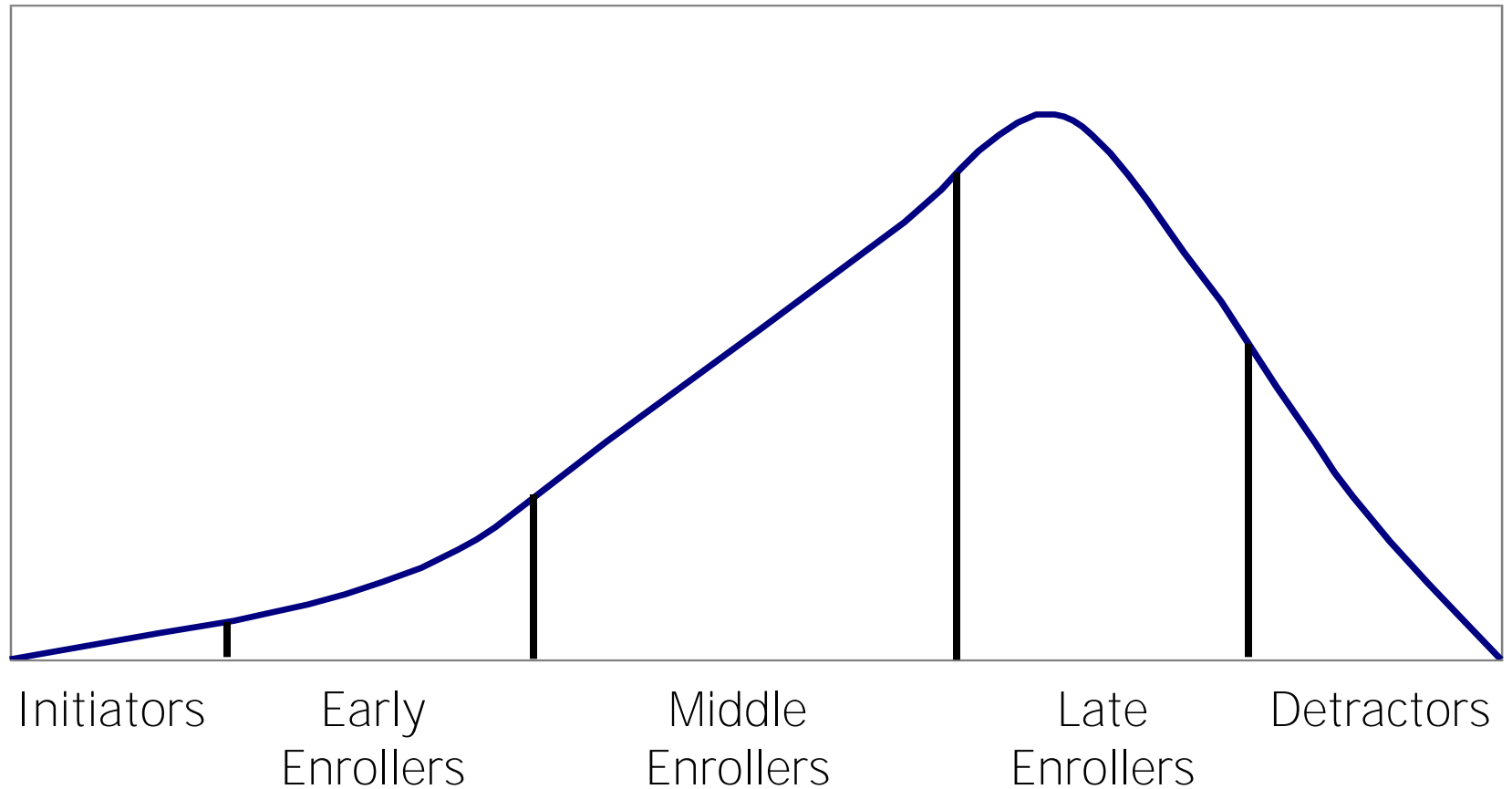
Change Enrollment



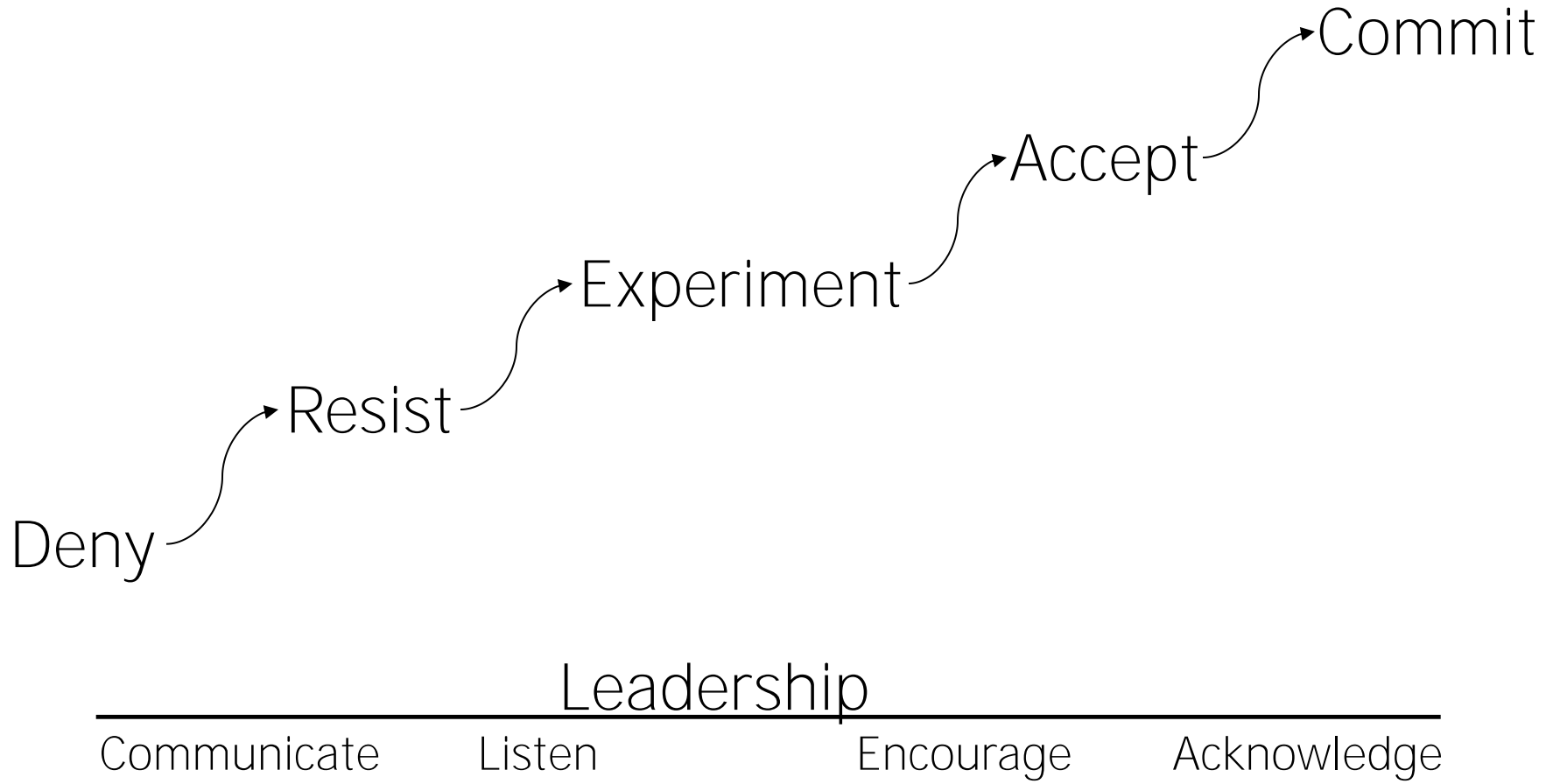
Change Is Just Difficult



Change Is Very Difficult



Change Acceptance

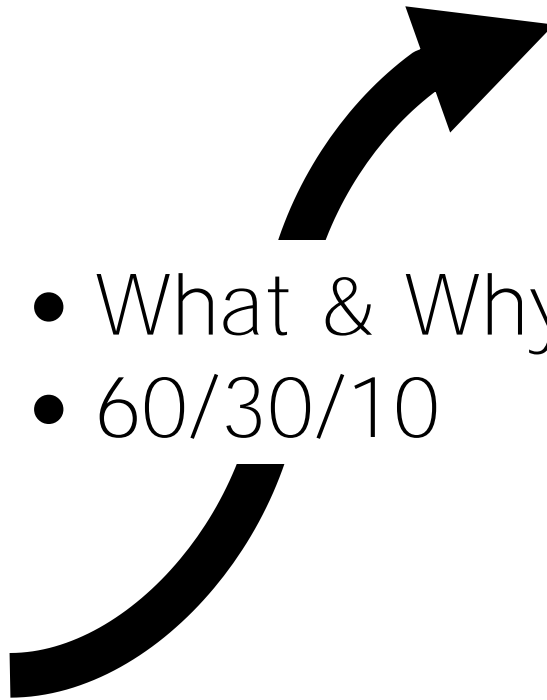


Communicate

Deny

- What & Why
- 60/30/10

Resist



Listen


Experiment

- Questions
- Directives
- Listening Checks

Resist

Encourage

Accept

- 
- Feedback
 - Coaching
 - Redirecting

Experiment

Acknowledge

