

Resistance Management Plan

Project: _____

Date: _____

Prepared by: _____

1. Purpose

This Resistance Management Plan outlines strategies and actions for anticipating, identifying, and mitigating resistance throughout the project implementation process.

2. Objectives

- Identify potential sources and types of resistance.
- Assign responsibilities to manage resistance.
- Document actions and monitor progress.

3. Stakeholder Analysis

Stakeholder Group	Potential Resistance	Impact Level	Recommended Approach
Employees	Concerns about change in workflow	High	Communication, involvement in planning
Managers	Lack of clarity on new responsibilities	Medium	Training, regular updates
Other Departments	Resource allocation concerns	Low	Clarification meetings

4. Types of Resistance

- Active Resistance (open opposition, criticism)
- Passive Resistance (non-participation, avoidance)

5. Resistance Management Strategies

- Open communication and feedback channels
- Involvement of key stakeholders in decision making
- Regular status updates and transparency
- Training and support resources
- Recognition of individual and team contributions

6. Action Plan

Action	Owner	Timeline	Status
Conduct stakeholder survey	Project Lead	Week 1	Not Started
Hold feedback sessions	HR	Week 2-3	Planned
Distribute FAQ document	Communications	Week 2	Not Started

7. Monitoring and Review

Resistance management efforts will be monitored through progress reports and stakeholder feedback. Regular review meetings will be held to evaluate effectiveness and adapt the plan if necessary.

8. Appendices

- Appendix A: Sample Communication Plan
- Appendix B: Stakeholder List