*Instructions: Use this planning tool to develop change resistance management strategies, training, and as a framework to develop an action plan for the organization, team and stakeholders.*

1. **What type of resistance is anticipated?**
* What might resistance look like in our organization
* Where are likely areas for resistance to occur
1. **How will resistance be identified?**
* Employee feedback
* Supervisor input
* Project team issues
* Compliance audits
1. **Process for resistance management by level**
* Employees
* Supervisors
* Mid-level managers
* Senior managers
1. **Resistance management training by level**
* Targeted audiences for this training
* Schedule for training
* Methods for integrating this material into existing training