

# Influencing Negative Thinking Personalities & Change Resisters

**DISCOVER HOW TO GET ACTION FROM YOUR PEOPLE RATHER THAN GETTING REASONS IDEAS WON'T WORK. THIS PROGRAM IS DESIGNED TO HELP YOUR ORGANISATION WORK MORE EFFECTIVELY WITH CHANGE RESISTORS.**

It is critical for organisations to seize opportunities to provide better products and services for your customers and clients. In business, it's a competitive advantage. In the public sector, customer service performance indicators are constantly monitored for funding and resourcing decisions. The challenge is that it's much easier to ridicule ideas rather than to take risks exploring opportunities. At a discussion table, it is much easier to find reasons why a concept won't succeed. Consequently, resisting change and quashing creative ideas hinders organisational opportunities. Imagine if you could unhinge negative thinking styles and transform them into plans of action. This program is guaranteed to change the way concepts are considered and will promote action rather than following the path of least resistance.

## **6 signs that your meetings have too much negative thinking styles and change resisters**

1. At least twice as much time is spent talking about why concepts won't work
2. Communications silos have built up in your organisation with many fiefdom disputes
3. Negative speakers get more air time at meetings
4. Often no matter what the new concept is, the objections will be similar
5. Doing a lot of analysis and critiquing is mistaken for doing a lot
6. Much more time is spent accumulating "new" information rather than acting on existing information

Be wary of people smart enough to stop things from happening but not action orientated enough to find ways of overcoming the problems and hurdles they have identified (Pfeffer and Sutton 2000)

Pfeffer, J & Sutton R (2000) "*The Knowing Doing Gap*" Presidents and Fellows of Harvard College USA

# Key learning outcomes

Your **Influencing Negative Thinking Personalities & Change Resistors** program will give participants the skills to:

- Explore the psychology of negative thinking
- Challenge cause and effect viewpoints
- Create an environment where quieter participants are engaged and comfortable putting forward ideas
- Anticipate struggle points and influence better outcomes
- Identify the behavior and inactivity of clever put down artists
- Remove complexity, jargon and reward simplicity
- Reframe why things can't get completed to overcoming identified obstacles
- Replace objections with plans to overcome them
- Learn to leverage concepts rather than dropping the concept entirely
- Empower people to feel comfortable putting forward suggestions without loss of face
- Influence decision makers strategically
- Use Appreciative Enquiries to influence positive inputs
- Understand the psychology of positive thinking
- Critique decision making case studies
- Learn how to wean people away from status quo heuristic problem solving styles
- Profile the characteristics of resistors of change
- Set action plans

## Would you like to attend this program?

- For maximum effectiveness, this program is best conducted as an in-house program.
- **Ideal group size:** 4 – 9 participants.
- **Venue:** For your convenience, you can choose to conduct this program at your business premises. Alternatively, we can provide a training venue at a small additional cost.
- **Duration:** This program can be conducted as a one day or half day program.
- **Cost:** Price on request.
- **Target Audience:** Employees, Supervisors, Team Leaders, Senior Managers or CEO's.

If you would like more information on this training program, please contact:  
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