



# Training by Request

An OVC Program

## Module 4 Identifying Roadblocks



# Learning Objectives

- Identify organizational roadblocks to implementing strategies in your organizations.
- Explain how to act as a change agent to overcome resistance in your organizations.

# The Need for Resiliency Programs

- There are often obstacles.
- Implementing resiliency programs represents change.
- With change comes challenges.

## *Identifying Roadblocks*

- In groups, select a strategy you would like to work on.
- Draw your tear sheet like the example on the next slide.
- Write brief descriptions of your strategy and how it might be implemented.
- Follow your instructor's directions to identify roadblocks or obstacles, actions and resources, and identify if they are specific to an organization.

# Activity

<i>Strategy:</i>		
<i>Implementation:</i>		
<i>Roadblocks</i>	<i>Actions</i>	<i>Resources</i>



- How could some of the “tear downs” cited in the video be addressed through organizational policy, supervisory techniques, or competency-based training?
- How could you modify the Jenga game for your organization?

# Change Agents...

- Are passionate about what they are doing, or what they are attempting to change.
- Must be able to motivate themselves and others.
- Must understand people – and know what to do and what to say to each person they encounter along the way.
- Are leaders, regardless of their position in the organization.

## *Leading Change in My Organization*

### *Worksheet 4.1*

- Working individually, write down a strategy you would like to implement in your organization.
- Complete the worksheet.
- Share with the group.

# Review of Learning Objectives

- Identify organizational roadblocks to implementing strategies in your organization.
- Explain how to act as a change agent to overcome resistance in the organization.

## Questions? Comments?

