



# OVERCOMING THREE ROOT CAUSES OF RESISTANCE TO CHANGE

October 25, 2017 :: 1:00 - 2:00 p.m. EDT

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*Resistance to change happens; learn how you can manage it more effectively.*  
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## OVERVIEW

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Learn proven methods for breaking through resistance to change within your department, college, and institution. During this training, you will learn practical strategies for understanding resistance, addressing concerns, and motivating your team to embrace change. Specifically, we will focus on three types of resistance, including:

- Thought-based resistance
- Fear-based resistance
- Capacity-based resistance

Beyond learning theory, you will hear case studies of how our experts have successfully managed resistance to change in both academic and administrative departments. These case studies will help you better apply what you learn to your individual context.

## WHO SHOULD ATTEND

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Anyone who is being tasked with leading, influencing, or managing a change effort would benefit from this webcast. This can include anyone from executive leadership to middle management levels.

[VISIT EVENT PAGE](#)

[www.academicimpressions.com/webcast/overcoming-three-root-causes-resistance-change](http://www.academicimpressions.com/webcast/overcoming-three-root-causes-resistance-change)



## LEARNING OUTCOME

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After participating in this online training, you will be able to more effectively lead a change process and address resistance to change.

## CONTACT US FOR MORE INFORMATION

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Contact Elizabeth Hubbell, Program Manager at [elizabeth@academicimpressions.com](mailto:elizabeth@academicimpressions.com) or 720-988-1218 if you'd like additional information about the program.

## AGENDA

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Wednesday, October 25, 2017 :: 1:00 - 2:00 p.m. EDT

- ➔ **Common scenarios in institutions undergoing change**
- ➔ **How individuals experience change**
- ➔ **Addressing the three root causes of resistance to change (scenario activity)**
  - Thought-based resistance
  - Fear-based resistance
  - Capacity-based resistance
- ➔ **Resources**



## INSTRUCTORS

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### **Marilu Goodyear, Assistant Vice Chancellor for Academic Program Development, University of Kansas-Edwards Campus**

Marilu Goodyear has thirty years' experience as an academic program manager, information technology leader, and librarian. In her current position, she works across the University to develop academic programs targeted at Kansas City area workforce development needs. Previously, she served for seven years as the Director of the School of Public Affairs and Administration at the University of Kansas, which is #1 ranked by U.S. News and World Report. From 1999 to 2005, she held the position of Vice Provost for Information Services and Chief Information Officer (CIO) at the University of Kansas where she oversaw the delivery of library, information technology, networking, telecommunications, and printing services.

Dr. Goodyear holds a Ph.D. from the University of Colorado in public administration and a masters' degrees in public administration and library/information science. She is a Fellow of the National Academy for Public Administration. She specializes in decision-making processes, service management, policy development, organizational structure, human resource management, organizational change, and interpersonal effectiveness.

### **Jenny Mehmedovic, Executive Assistant to the Vice Provost for Faculty Development, University of Kansas-Edwards Campus**

Jenny Mehmedovic is an experienced facilitator with more than 15 years in higher education. In her current position, she coordinates programming for faculty and academic leadership development. She has previous experience in both the KU Policy Office and in Information Services developing policy for the university community and educating users on policy issues. She has also worked in the Office of Institutional Research and Planning, and has held an internal audit position with Sprint. Mehmedovic has presented nationally on topics including leadership, organizational change, organizational and professional development, and working from your strengths. She provides professional facilitation to groups engaged in strategic planning, team building, and process improvement. Mehmedovic served as a faculty member of the EDUCAUSE Management Institute from 2009-2012. A 2005 Frye Leadership Institute Fellow, she holds a Masters in Business Administration from the University of Kansas, and bachelor's degrees in anthropology and Spanish.

Together, Marilu and Jenny co-chaired the Change Facilitators group (<http://provost.ku.edu/strategic-plan/change-facilitators>) at the university during two major changes—the creation of a ten year strategic plan, Bold Aspirations, and the implementation an administrative efficiency study, Changing for Excellence.



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### EARLY BIRD PRICING

Postmarked on or before October 18, 2017. After October 18, 2017, an additional \$75.00 fee for the first connection and \$50.00 fee for each additional connection applies.

[REGISTER ONLINE](#) or below.

### PAYMENT METHOD:

We accept Visa, MasterCard, and American Express credit cards. To pay by check, include the check with this form or select the "invoice me" option. Fax form to 303.221.2259 or mail form along with payment to: Academic Impressions, 4601 DTC Blvd., Ste. 800, Denver, CO 80237.

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