

### Tips regarding Resistance to Change

You know it when you hear it ...

So there you are presenting your idea to the Board or Committee.

You have a good idea, sound, and well thought out. Who could possibly object?

*Well, just about everyone.*

This is our list of excuses not to do something. They've been gathered from numerous sources, from being in those board meetings, and having presented to them.

If you hear any of these, your alarm bells should be ringing ...

- We tried that once before
- Our situation is different
- Think how much it will cost
- That's beyond our responsibility
- We're too busy at the moment
- That's not my job
- It's too radical to change
- We don't have time
- We would need too much help
- It makes equipment obsolete
- Let's test it thoroughly
- Our plant is too small
- Not practical for operations
- The men will never accept it
- We've never done that before
- Wait till the Unions hear that
- It's outside company policy
- Runs up our overheads
- We don't have the authority
- That's too ivory tower
- That's not the main problem
- Let's get back to reality
- It works - why change it?
- Is this your own idea?
- You're quite right - but ....
- You're ahead of your time
- We're not ready for that
- We don't have room
- It isn't in the budget

- Can't teach an old dog new tricks
- Good idea, but impractical
- Let's keep this up our sleeve
- Head office wouldn't go for it
- Send me a memo about this
- I would like to sleep on it
- We would be the laughing stock
- Not that one again
- We have to look at the longer term
- Where did you dig that one up?
- OK - leave it with me?
- That's what you can expect from staff
- There is time and a place for everything
- Why don't we discuss it over some lunch?
- Let's form a working party
- Has anyone else ever tried it?
- I don't see the connection
- What you're really saying is....
- I thought you would have more sense
- What do they do in the other plants?
- I know that it can't be done
- If anyone could do it, you could, but ....
- Just think of the paperwork involved
- It's been on order for ages
- You know as well as I do that .....
- Tell him to ring back later
- That's confidential at the moment
- Engineering are reviewing it
- But this is not the USA
- That's not the way we do things here
- Who could we get to do that?
- When you've been here as long as me.....
- I wouldn't have thought it was possible
- There was a time when we used to
- You know I would help if I could
- Let me give you a small piece of advice
- I take it you want me to be frank
- Let me give you some "feedback"
- Let me give you some "coaching"
- You don't realise how complicated our industry really is
- Don't you realise London is different
- We'll wait until after the consultants have been ...
- I'm not sure this is right for my team
- Is this right for our Customers?

- Is this right for our shareholders
- This is bleeding edge ...
- Didya (Did you ..)
  - Didya think of this,
  - Didya think of that
  - Didya think of (followed by a long list of irrelevant topics)
- I like the theory ...

These tips were provided by [Alan Sarsby](#). Alan can be contacted [here](#). You'll find more ideas about communicating in [A Useful Guide to Managing People](#).

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