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Whenever a change is implemented in an organisation, there will always be opposition to this. 'Hannigan, 2008' stated that there are five main reasons that people oppose change. One in this example there are two which are appropriate and they are Security and competence.

As mentioned above if people are not competent and so may be feeling they may get left behind which will lead to a lack of job security as they aren't contributing. In order to address this open communication is needed and an education for those who need it so they are able and will feel they are still an important part of the business.

A big reason for change failing is assuming people will follow in what you are doing but this is not always the case when people are stuck in their ways as will possibly be the case in this organisation. This is part of 'Lewin's model' of three steps to change which has the first step as unfreeze which means that you must make sure the employees are ready for the change and this is done by increasing driving forces away from the status quo and decreasing barriers that hinder movement. It claims that you need to change this 'frozen' mindset before implementing change or you will not be successful.