

- * Involve Leadership, so they can be aware of change, Nothing causes more resistance than leadership that doesn't adhere to the plan for change.
- * Keep employees up to date with weekly updates.
- * Delegate work to employees so they will feel more valued when making decisions on processes etc.
- * Leadership being supportive with production, this allows them to trust more if management regularly check on staff to reassure.
- * Rewarding staff with bonuses etc when they achieve milestones during the project will also allow them to push themselves more.
- * Being patient with them during this transition.
- * Find the causes of high sickness rates to see if it's work related.
- * Provide short term advantages, wins and successes.
- * Avoid making promises, you can keep will generate further distrust between staff and management, Always keep commitments then it demonstrates you are trustworthy.
- * Using transformational leadership style with the above examples. It focuses on reward and punishment in order to achieve compliance from followers.