

## Day 2: Advanced Tools & Tackling Resistance in Change

Day 2 builds on the foundation by equipping participants with strategies to address deeper challenges in change processes and to solidify their ability to design effective change interventions.

We delve into the **human side of change** – managing resistance, fear, and emotional ups and downs that accompany transitions. Participants will learn resource-based and creative approaches (like Appreciative Inquiry and visioning) to engage stakeholders positively and keep momentum. We also focus on sustaining change: how to ensure new practices are maintained and scaled up. The day is highly interactive: participants will share experiences from their homework, practice conflict-resolution communications, and work in teams on a **capstone simulation** where they apply all their skills to solve a complex change scenario. By the end of Day 2, participants will have hands-on experience in planning and executing a change process, and a clear understanding of how to handle challenges along the way. The day concludes with reflection, key take-home messages, and encouragement to apply these methods in their real advisory work.

### Schedule at a Glance (Day 2)

09:00–09:30	Recap of Day 1 and Peer Feedback on Change Plans
09:30–11:00:	Session 1 – Dealing with Resistance and Emotions in Change
11:00–11:15:	Break
11:15–12:45:	Session 2 – Resource-Based Approaches & Creative Tools (AI, Visualization)
12:45–13:45:	Lunch Break
13:45–15:15	Session 3 – Change Management Simulation: Designing an Intervention
15:15–15:30:	Break
15:30–16:30	Session 4 – Real-World Problem Solving & Conclusion
16:30	Final Discussion, Evaluation, and Closing

### Morning Recap & Peer Feedback (09:00–09:30)

Start Day 2 by re-energizing the group and reinforcing yesterday’s content. Do a quick quiz or interactive review: for example, a trainer can throw a soft ball around; whoever catches must share *one concept* from Day 1 (like “Kotter’s Step 1 is urgency” or “One tip: listen more”). This light exercise jogs memories in a fun way. Next, move to the homework review: pair up participants (or small groups of 3) and have them exchange their one-page change plans. Each person gets approximately 5 minutes to explain their scenario and plan to their partner(s). The listener provides feedback or suggestions: *Is the goal clear? Did they identify stakeholders and possible resistances? Can you suggest an additional driving force or a communication idea?* Encourage positive feedback first (what is good or innovative in the plan) and then one suggestion to consider. After both share, the trainer can ask a couple of people to briefly share something they liked in their partner’s plan or a common challenge noticed.

Often, participants realize they had similar concerns (e.g., many worried about getting youth involved or finding funds for change). The trainer can address one or two common points: “*I heard a few mention difficulty engaging older farmers – that’s a classic challenge; today’s session on resistance will give you strategies for that.*” Thank them for doing the homework – point out how thinking through their own case makes the training more relevant. Transition: “*Now that you all have a scenario in mind, let’s arm you with more tools to tackle the tough parts – dealing with resistance and using creative methods to inspire change.*”