

## Talk Sheet

### Your Team Isn't Resistant to Change - It's Exhausted From It

#### The Problem It Addresses

The pace of change hasn't let up, and new initiatives keep getting added before previous ones have had time to settle. Leaders are seeing slower movement, hesitation, or pushback and questioning commitment. The explanation doesn't fully hold. At the same time, teams are carrying more than they can process, and it's becoming harder to get real traction on anything new.

#### What This Talk Does

Most change frameworks treat resistance as a problem to manage. What they miss is that resistance is often just an overflowing container. There's no room left, not no willingness. When change stacks faster than it can settle, people don't dig in their heels. They overflow. This talk names what's actually happening when your people look resistant during compounding change, and what it takes to create enough space to move through it without leaving half your team behind.

1. Why resistance during compounding change is often misdiagnosed and what's actually happening underneath
2. How to plan for integration so change has room to settle rather than waiting until everyone is already overwhelmed
3. How to recognize when your team's container is filling up and what leaders can do to create enough space for change to stick

#### Target Audience

Senior leaders and HR teams managing multiple overlapping change initiatives. Organizations where change is constant and the word "resistant" gets used a lot.

#### Format

Keynote / Half-day workshop / Leadership team session  
Length: 45 min / 90 min / Half day

#### About Sherry

Sherry has spent her career inside complex organizations, leading teams, managing high-stakes client relationships, and operating in fast-paced, high-expectation environments. That experience is what shapes her work today: helping leaders and organizations navigate the human side of transition by focusing on what's happening underneath change. The patterns that shape how people think, decide, and respond under pressure. That's where most change efforts break down. And where her work begins. When she's not working, you'll find Sherry in her garden, where change is also constant.

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