J‌‌‌‍‍‌‍‍‌‍‌‍‌‍‍‌‌‌‌ournal : Page references are from our textbook "The Heart of Change Field Guide" a) ( 10 points per barrier) Consider the four main barriers that often need busting as described on [Pg.118](https://pg.118/) -120 (Structure, Skills, Systems, Resistant Leaders and Managers) for the workplace /organization /association you selected in your previous Journal and Reflection papers, then identify what obstacles need to be removed and describe how you might go about removing them. b) b10 points. Identify how you might apply Assessment Tool 5-1 Stakeholder Behavioral Map on [Pg.123](https://pg.123/) to evaluating the specific behaviors of those involved in the change initiative. c) (10 po‌‌‌‍‍‌‍‍‌‍‌‍‌‍‍‌‌‌‌ints per method) Identify two of the eight methods described in Encouraging Risk Taking and Innovation on Page 124 that are the best fit for your organizational culture, explaining why you selected each one and and the stakeholder group/s you intend to use it on. Reflection (2 pages): Describe how the readings, assignments, and activities in Module 5 have affected your view of the role of HR in the CM process in your selected organization. Use examples from your personal experience and independent research, citing your sources appropriately in APA citation style. Ensure you cite minimum one of our two textbooks and minimum one independent research source‌‌‌‍‍‌‍‍‌‍‌‍‌‍‍‌‌‌‌.