
How to get everyone on board?

Posted by HR Pro - 2008/01/27 16:55

We are just beginning a transition to a team environment. Our company has grown rapidly and now needs a different structure. There is a lot of resistance to a team-based model. People just don't seem to want to change. What can I do to help this move along with less resistance?

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Re:How to get everyone on board?

Posted by deniseoberry - 2008/01/27 17:21

Dear HR-Pro --

You have a big challenge ahead of you, but the outcome will be a good one. Not without pain though. Even in dysfunctional organizations, change is hard.

Two key strategies you need to work on are getting the leadership (all of them!) on board and creating an action plan for your organization. Make sure that you have a top leader who "champions" the transition so it comes from the top down.

In your action plan, make sure you include a strong and lasting communication component. That is absolutely critical. Find and get your "go to" team members on board as early as possible. A lot of these people won't have leader or manager or supervisor in their title, but they're the ones who everyone else in the organization listens to. If they're not on board it will be tougher.

That should get you started. Anyone else have a suggestion?

Best regards,

Denise O'Berry

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Re:How to get everyone on board?

Posted by xos - 2008/01/28 06:49

HR Pro wrote:

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HR-Pro:

Make sure you set up a steering team too who sets the tone and guides the overall effort of the organization. In your action plan, make sure you have regular checkpoints to ensure you are on target.

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Re:How to get everyone on board?

Posted by John Smith - 2008/01/28 19:34

I'm with Denise and xos. It's really important to get the right people together to handle the job. We did this in our company and had so many people who tried to undermine the project. If we didn't have strong, respected people leading the effort, we'd have been sunk.

John

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Re:How to get everyone on board?

Posted by kishan_solanki - 2008/01/29 10:50

Dear HR PRO,

It is nice to see you are moving to team environment.

I suggest that at the initial stage, please identify few senior members in your organisation and brief them about benefits of team environment. Then shortlist who show higher resistance to adapt to new situations. Try to eliminate / avoid them to join them at the steering committee.

Later on when you progressed sufficiently, you review their positions and revise your strategy accordingly

Regards & best luck

Kishan Solanki

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Re:How to get everyone on board?

Posted by johnsteve - 2008/10/29 23:39

How to start work with a team and how to maintain and build up that team and also tell me what are the responsibility for a team leader.

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john

Link Building

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