
Has your team moved into the pain zone?

Posted by deniseoberry - 2008/01/27 17:29

When teams first start there is typically a lot of excitement of the good things to come. Then as the team matures, communication breakdowns happen and conflict rises.

Has your team experienced these growing pains? What have you done to get them through it?

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Re:Has your team moved into the pain zone?

Posted by John Smith - 2008/02/01 11:00

I have one team member I'm really having a challenge with. This person happily volunteers for all sorts of team projects, but half of them never get done because he doesn't follow through. What can I do to turn this around?

Thanks,

John

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Re:Has your team moved into the pain zone?

Posted by xos - 2008/02/01 11:02

I would make sure that each task he volunteered for had an action plan to go along with it. The action plan needs to include checkpoints to make sure he gets it done. And don't let him take on more projects until the one's he has are finished.

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Re:Has your team moved into the pain zone?

Posted by Andy - 2008/03/27 14:04

I agree. Accountability is the key. Your team member has to hold himself accountable and his leader and peers should as well.

I always like to use this example:

This is a story about four people named Everybody, Somebody, Anybody, and Nobody. There was an important job to be done and Everybody was sure Somebody would do it. Anybody could have done it but Nobody did it. Somebody got angry about that, because it was Everybody's job. Everybody thought Anybody could do it. But Nobody realized that Everybody wouldn't do it. It ended up that Everybody blamed Somebody when Nobody did what Anybody could have.

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