

5. Organization Feedback & Recruitment

MUST DOs

- INVOOLVE EVERYONE **Leaders**
- Be clear in communication
- Ensure 100% or maximum participation
- Have clear understanding of information
- BE COMMITTED LEADERS!!!**
- Get everyone to buy into it
- KEEP EVERYONE INVOLVED

POT HOLES

- AT THE CONSTRAINTS
How far have we communicated effect. why?
and clearly... what do the results mean to the individual, group, etc.
Otherwise, results may be **misinterpreted/understood**
- LOSE DRIVE**
Lack of feedback
- PEOPLE PUTTING SMART REMARKS ON FEEDBACK
- INFORMATION NEEDS MAKE IT TO ALL LEVELS → ARE SUPERVISORS ALL ON BOARD?

6. COACHING LABS & PLANNING SESSIONS

MUST DOs

- MAKE SURE EVERYTHING IS ON THE SAME PAGE W/ INFO
- LIKE GROUPS → ADMIN, FEEDLINE, ETC. → SO IDEAS ARE FREE TO FLOW
- Everyone is involved not just Upper Admin.
- Be realistic
- WHAT?**
- Easy & understandable

POT HOLES

- Too many people for same idea same of RLS
- Too many people can lead to "no consensus or decision."
- ???
- Scheduling

7. Team Formation & Development

MUST DOs

- Break up "cliques" who?
- Share resources
- PARTICIPATION IS PARAMOUNT
- Who decides team function? → Working together
- Think outside your sphere
- Positive attitudes
- Believe in what we're trying to accomplish
- Promote Experience
- FAIRNESS**
- Bipartisanship

POT HOLES

- ATTENTION IN THE JOB → TEAMS PROPER BY
- PART. NOT "SEEKING THE VALUE"
- Negative "Nellies"
- Good Ole Boys
- BE DONE!!!**
- You are my Buddy...
- Inability to leave biases at the door

8. Development of Recommendation Design & Approval or Adaption

MUST DOs

- Keep it simple & to the point
- GET INPUT ACROSS THE BOARD
- Staff meetings include management
- Point out the real problem
- Listen: Trust, Defuse**
- Really? Really? Really?

POT HOLES

- Use layman's languages ✓
- NOT EVERYONE WILL WANT TO BE INVOLVED
- A FEW MESSING IT UP FOR THE WHOLE... "I'M GETTING READY TO RETIRE."
- Problem definition
- Approval from whom?
- Don't alienate people
- Don't Care!!!**
- Not Priority!!!**

9. Implementation & Measurement

Must Dos

Keep communication **open**
One/same goal

Make sure problem is defined/explained

Will it apply to all?

Plan ahead & be brief afterwards
"Are we still on the same page?"

The problem/fixing the problem can create other problems. These need to also be addressed/monitored

Who's doing the monitoring?

Will non-right be included in final decision?

POT HOLES

Too many people saying diff things

Too many Conflicting Ideas

Confusion
Buy in

GETTING "THE TRUTH"

Be wary of ~~conclusions~~ ^{conclusions}

How monitored?

Who will make decision?

10. Evaluation

Must Dos

More available
Form a team

Keep it simple, stupid

Use the Evaluation

Assess situation & change as necessary

- Be discerning + objective.

- criteria for evaluation?

- Room to grow/change

Rule #6!

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NO E-mails

No participation -

Lengthy eval

LACK OF SUPPORT

→ ALL ORGANIZATIONS CHANGE OVER TIME - ARE WE KEEPING TRAC ON IT?

CHANGE IN LEADERSHIP? DIRECTION?

Large group affects practicality

Don't alienate others

OF THE WHOLE

MUST DO

IT IS OF THE UTMOST IMPORTANCE TO MAINTAIN THE INTEGRITY OF THIS PROCESS → TRUST → STAFF (SUPPORT) NEED TO BE RECEIVED FOR THEIR BUY IN

POT HOLES

TIME!!!
(ESPECIALLY SPRING TO SUMMER)