

SUCCESS AVE



CREATING COMMITMENT

INTRODUCTION

Wonderful things require wonderful efforts. Sometimes a task can be daunting and a high commitment is required. This tool outlines some of the key factors that have been found to have a big influence on commitment in a project.

3. Review each of the factors shown in the table and establish how to deal with each at each stage of the project. (include this review periodically throughout the project).

The seven key factors found to be critical in commitment are shown below with examples shown in *grey italics*.

METHOD

1. Summarise the project especially the scope and objectives (the goal) so there is common understanding in the team.
2. Emphasise how a committed team can lead to success.

Key commitment factors	Project Time		
	Before	During	After
Free will to join or leave	<i>free to join</i>	<i>free to leave, not rejoin</i>	
Role of uncertainty	<i>focus on start</i>	<i>focus on completion</i>	<i>focus on lessons learnt</i>
Start small and build up	<i>establish pilot project</i>	<i>launch full project</i>	<i>review at successes</i>
Joining requires an individual effort	<i>support new starters</i>	<i>motivate thru' team building</i>	<i>qualify team</i>
Public acts of commitment	<i>directors support</i>	<i>directors continued support</i>	<i>prize giving</i>
Active involvement	<i>individual identified tasks</i>	<i>feedback to team members</i>	
Clear messages & lines of communication	<i>launch meeting</i>	<i>regular review meetings</i>	<i>'go live' party</i>

"Where there is a will, there is a way."

Unknown origin

Jejo are expert in business process improvement & intelligent integrated IT systems

