

Developing Common Goals



- Set a group-specific goal
- Find a common ground
- Build on teamwork

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I. Speaker's Notes:

- If you can't unite everyone just yet on the company-mandated changes, find a smaller, group-specific goal that everyone can buy into. For example:
 1. Have computer-literate employees coach others to total proficiency on a new software program.
 2. Collaborate on cross-training for all employees to improve their value to the company.
 3. Start a group walking or jogging program to help reduce stress.
- Just be sure to choose a goal with wide appeal, one that doesn't conflict with company goals or policy. The idea is to keep group identity and the spirit of cooperation strong.
- People who are working well together in one area are likely to apply their teamwork skills to other areas as well, and individuals are less likely to rock the collective boat.
- Resistance to the organizational change may not vanish overnight, but it may not cause major disruption to your operation or stress to your people either.