

## How do you get the entire **team** to buy-in?

Whenever you decide on something it has to be as a team. You cannot decide the objective and ask others to work on it. That will not work. It has to be a team decision: we want to achieve this and how do we go about achieving it? As a team you have to decide on the objectives, the time-frame, who will lead and everyone has to deliver it.

When you are equals and come up with the idea. You call for an informal meeting and put forth the idea in a subtle manner and start a conversation about it. Although you will be owning it, you handle it sensitively in the sense that you let everyone talk. You guide it to the direction you want it to take but let others involved contribute as well.

You should be open to receiving feedback as somebody can come up with a better idea or a better way of doing it, you should be able to incorporate this as well. It is a two-way process. Jointly make it into a goal, set the objectives to achieve that goal, go back and refine it, share it with all, get buy-ins from all and start executing with a review plan in place.

When you review it, honestly consider if it has worked, is there something that you are doing wrong or something you could do differently, look into and try other suggestions and always have a back-up plan in place.