

MANAGEMENT INVOLVEMENT

*Management Involvement is Imperative!
Management must be involved in the
“kick-off” of the workshop on the first
day.*

Management personnel, having a vested interest in the workshop, should walk in and make direct inquiries of their people regarding their progress. It is important that management do this because once the participants have been told to expect “unannounced” visits by higher management, these visits must be made.

Management must also be at the “out-brief” at the end of the workshop to perform their role as decision makers.



The presence of management implies more than passive interest. It represents management “INVOLVEMENT” with the teams and their resultant recommendations. It is an opportunity for the team members to command the attention of management members.

In the out-brief, the teams will outline approaches to the issues and specific recommendations for resolving them. A renewed sense of motivation and pride in accomplishment will be very evident.

The effects of the multidisciplined teams will be demonstrated in the depth of the analyses and the variety of solutions

reviewed during the evaluation phase. The team will have ownership of the ideas. The presentation represents a milestone event: the completion of the workshop.

The team members should then be allowed one month to six weeks to test their assumptions and fine tune their data. Another meeting with Management then should result in final approval and go ahead for the implementation of the recommended ideas.

