

# Move Your Team Beyond Change

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Anyone who has been involved in a large-scale organizational change will know there is always a necessary period of talking about the past and grieving losses. Veterans in the change process, however, know that there comes a time when people are ready to leave the past behind and turn their attention to the future. Your job as a manager is to clear a path and lead the way. Here are some strategies for helping employees renew their energy and shift their focus to the future.

*"Do whatever it takes to let people know that you have noticed their contributions"*

## **Celebrate successes**

If your organization has been in turmoil for a significant period, the surviving employees have no doubt gone above and beyond the call of duty time after time. Highlighting successes will focus everyone on how well they have managed so far. Talk about success at meetings. Send out a newsletter to highlight accomplishments. Create a wall of fame with stories and photos. Do whatever it takes to let people know that you have noticed their contributions and are proud of how far they have come.

## **Encourage innovation**

Now more than ever organizations need to look for new and different approaches. Leading-edge companies of the future will be the ones who encourage creativity. Develop a workplace environment that gets people thinking about innovative options. Solicit their feedback, implement their ideas, and let them know you respect their input.

## **Reward initiative**

With fewer managers to provide direction, employees can no longer rely on someone else to tell them what they should be doing. Teaching employees to take the lead is essential to managing a lean department. Let people know you want them to think for themselves, provide some guidelines and let them loose. Once everyone gets used to the idea, you'll begin to see that your team has talents that even they did not know they had.

## **Work out a game plan**

Organizational renewal involves leaving the past behind and transforming the future together. You'll need to have a plan. Set aside some time for your team or your department to meet to talk about the positive future of the team. Ask them what they need in order to feel re-energized, and then help them create a plan for making it happen.

## **Learn from others**

There are countless organizations that have lived through chaotic times and are now focusing their attention on organizational renewal. Some of the best advice you can get will come from other managers who helped their teams move through difficult times. Seek out success stories from others who are further along in the change process than you are. Share them with your staff. Knowing that others have trodden the path before you and made it through can be an enormous morale booster for everyone.

