

## Align your team with the READY Framework

Do you lead a team?

Are you involved in change initiatives?

Have you ever said to yourself, – “it would be so much easier if my team thought like me or knew what I knew?”

I bet you have because then we work with people who are on the same wavelength, and work is easier. Unfortunately, leading people is rarely simple like this. Having a “cloned” team may not be productive though. If your team is made up of people “just like you”, you’re missing out.

- You’re missing those people who might be more empathetic vs. fact-driven. That will ensure you consider the people’s implications of your decisions.
- You’re missing those people who love data and execution that will bring your strategy and big ideas to life.
- You’re missing those people who are better storytellers than you and who can make the story so much richer an experience for your clients or your team.
- You’re missing those people who have different life experiences than you that will help you make your products and services more valuable to your customers.

Although it may feel easier...you’ll be missing out. In Katherine W. Phillips’ article, “How Diversity Makes Us Smarter,” she found that “...when members of a group notice that they are socially different from one another, they change their expectations. They anticipate differences of opinion and perspective. They assume they will need to work harder to come to a consensus. This logic helps to explain both the upside and the downside of social diversity. People work harder in diverse environments, both cognitively and socially. They might not like it, but the hard work can lead to better outcomes.”

If you have this team of people who don’t always think like you or work the way you do, you might feel that it’s hard to lead them well. But you can lead them well without it taking significantly more of your time. It all starts with setting the intentions you have for how you want to lead.

When you find yourself saying, “why can’t they just do it my way,” it’s time to check yourself and consider using a framework to guide your team through change. Utilizing the READY framework can help create conversations to bridge perception and understanding gaps between team members.

R – Relevant and Relatable Story of Change

E – Engage Leaders and Sponsors

A – Advanced Communication and Advocacy for Stakeholders

D – Develop and Support

Y – Revisiting the Why of Change to Reduce Resistance

Discussing and following a framework can more easily align a diverse team and set you up for project success!

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