How to get the buy-in for critical HR initiatives?

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As HR professional, it is often clear to you what needs to get done and how to further develop the organization. It is your judgment and business sense that tells you what is good for the firm. Most of the time, you have the CEOs blessing.

But most of such initiatives require the full support of the business leaders. Ideally, the energy is with the leadership team to get things done. The challenge is to get this through the executive team. Despite good presentations and the CEOs crisp and clear reasoning, you might not get the support that you need. “Yes we do, may be, tomorrow” is often the feel when you leave the board room.

Here is an idea on how to go about it: Involve the leadership team in a conversation about the organizations deeply rooted routines, habits, and principles. Gather the data that you need to help them analyze and come to insights. Common sense will lead to the same conclusions as you have come up. This means that the energy is with the leadership team. And, you energy can be used for work that adds more value than lobbing for what is good for the firm.

Here is the tool to get there fast. Our Diagnostic provides CEOs and their leadership team with the information needed to make clear cut decisions about the development priorities of the firm.

How well does your management team do?

About Management Insights

Founded by Lukas Michel, Management Insights draws on more than 25 years of research and practice to help people understand how their organizations work. The Organization Twin brings organizational patterns into view for reflection, dialogue, and informed choice.

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