

5

WAYS TO INVOLVE THE WORKFORCE IN DELIVERING MORE MEANINGFUL CHANGE



Q & A Channels

One of the easiest ways to get people involved is to open channels for team, departmental and organisational questions to be asked and answered. Q & A channels help reduce process downtime, and free up those people who seem to end up answering the same questions time and time again!



Concern Corners

One of the top frustrations of the modern workforce is that their concerns are often ignored. And even when listened to, they are seldom acted upon. Building outlets for employees to raise their workplace concerns (or risks) and working together with management to address them for mutual benefit is a cornerstone of an involved workforce.



Solution Spaces

Everyone faces blockers in their job (some more regularly than others!) that could often be addressed with input and experience of other people in the organisation. Creating spaces where employees can post current issues, problems and blockers that they are facing is a great way to break down silos, get people talking to each other, and add oodles of efficiency into your processes.



Post-Project Reviews

Will your next projects build on the successes (or the shortcomings!) of the projects that preceded them? Carrying out regular end-of-project reviews, or retrospectives, gives the project team and other stakeholders (including the customer!) an outlet for honest, constructive feedback that will lead to meaningful process improvements.



Quality/Audit Rooms

Any high performing organisation needs a regular programme of audits to ensure that continued quality expectations are met. But is your staff *really* involved in making sure that your processes are always tip-top? Putting the input of your employees at the centre of your process quality framework not only keeps quality expectations front of mind, it also acts as a foundation for involving them meaningfully in continuous improvement efforts.

Read our practical guide

[The Route to Empowerment – A Guide to Practical Steps for Effective Involvement](#)