

5 Step

Buy-In Checklist

True Potentials
Coaching & Advisory

For Millennial Managers/ Directors to Get Buy-in From Their Multigenerational Team Quickly on Any Idea

Thank you for requesting my free guide, 5-Step Buy-In Checklist, and congratulations on taking your first (or next) step toward becoming the leader everyone wants to work for and every company wants to hire.

Imagine this. You're a millennial manager or director leading a team consisting of different generations and multiple personal agendas, needs, ambitions, and cultural backgrounds. You have a fantastic idea that will increase productivity and revenues tremendously. And yet again you can already feel the resistance coming from some team members. The fear of change and personal agenda will definitely bring the necessary resistance for your plan not to be embraced. You are aware that this idea will not be successful if it's not embraced by all your team members, so you want to get their buy-in.

You have to take into account that besides the fact that each generation will have a different motivation, some of them have their personal agenda. The different needs and differences have been a major obstacle to getting your team "on your side" before.

If you want to be free from the Me vs Them mentality, this checklist will help you with a practical, only 5 steps approach.

The checklist is for you to overcome the challenge of people "quiet quitting" or pushing back on your ideas. It's for you if you:

- Want to feel accepted by the organization
- Want to have more influence within your team
- Find it difficult to get everyone to understand the why
- The old-school mindset is driving you crazy

Inside, you'll discover five simple strategies you can use today to help you get the buy-in from your team quickly so that you can proceed with implementing your idea without wasting too much time. I know it might seem impossible now, after all getting through resistance is never easy. But much easier than you think. You can and will make this dream of getting your team onboard quickly a reality.

Success in anything comes down to doing the right things, the right ways. Most people guess their way forward, which is why most people never get what they want. The real secret is to copy what others have already figured out and save yourself the time, effort, and frustration of reinventing the wheel.

Fortunately for you, I've already invested the time and effort (and a whole lot of frustration) to figure out how to convince your team to get onboard. And in just a few moments you'll be able to copy five of my favorite strategies for pulling it off.

Let's get started!

Step 1: Understand What Your Team Members Need, and What They Want, and Get To Know What Drives Them

Understanding is more profound than knowledge. Like understanding your consumers, It's only when you have made time to try to understand your people that you can create successful strategies. Put your curiosity cap on and start exploring.

Now Try This: Whether you have informal conversations with your team members or you're having performance and feedback conversations, be curious. Try to understand what really motivates your people, individually.

Step 2: Ask if Your Team Members Are Pushing Back on Your Idea Then Ask Them How What They Have Been Doing So Far Is Getting Them and the Organization Where They Want (It) To Be

Sometimes, when people are in their comfort zone, in their autopilot mode, doing something a certain way for a long time, it's not easy to see outside that box. Having them realize that actually what they have been doing for years is not bringing them to the desired outcome in a smart way pops their bubble and gets them interested to hear more.

Now Try This: Since you now know what motivates your people ask them individually if the current approach is contributing to what they want. Ask them if they feel satisfied or happy. Ask them whether they believe this approach is leading the organization towards achieving its goals.

Step 3: Show Them What the Current Approach Is Really Costing the Team and Organization as a Whole

Show them the data! What is the sales history in the past months or years? What progress has been made on the KPI's? Was there an increase in revenues? How much? What has been the productivity levels since this current approach was implemented? It's only when you show people the reality that they wake up.

Now Try This: In your weekly meeting, give a presentation to your team with graphs, figures and numbers.

Step 4: Reach Out and Ask Them How Interested They Would Be In Learning a New/ Different Way That Would Benefit Them

After they have realized that the current approach is not working, they can become open to hearing what other solutions there may be which can improve the current data and benefit them at the same time.

Now Try This: After you've given your presentation (step 3) you say in your next individual meeting: I've thought of a new approach which may benefit you in_____ (mention the specific benefit), will most probably skyrocket the productivity and increase the sales. I would like to present this idea in our next team meeting. How open are you to learning about this idea?

Step 5: Present the Idea by Explaining What's in It for Them

It's showtime, baby! The floor is all yours. Present your idea so they can see and feel the positive outcome and how it will impact them.

Maybe it creates more available time for them to work on other things and for a better work/life integration or it increases their financial possibilities. What's in it for them?

Now Try This: Make a presentation which:

- Clearly touches the needs of every team member. Remember, each generation has different needs.
- Shows the impact on the figures and numbers of the organization
- Make sure you are well-rested and bring all your enthusiasm to the presentation

Discovery Call

Paste Discovery Call Landing Page Body HereMy Whole Life I've Been Leading People From Different Generations And Cultures.

Born in 1980, I'm considered either a Millennial or a GenX. I have the honor to relate with both generations. I can relate to the challenges of working with colleagues who seem to be stuck in the past and with "spring chickens" who seem eager to switch things up but don't understand "how things work around here".

I look forward to some real talk with you. Book your call and let's have a conversation.

- Bridging Gaps is in my DNA: What makes me unique is the combination of knowing how it feels to be a young leader, my Human Resource expertise and my leadership experience.
- I've coached many leaders to thrive. From Managing Directors, Directors, Managers to Supervisors. All leadership levels in the corporate hierarchy, including potential leaders.
- And now it's my pleasure to help YOU. No matter what is going on, let me be your sounding board and action strategy bestie.

Click the button below to book your free session while spots are still available.

BOOK YOUR
SESSION