



Progress via teams

Oh the frustrations of leadership. All you want to do is meet your targets, make things better, and get your team involved in the process. Simple really. And then you hear them. The naysayers on the team start to tell you why ideas are dumb, why they won't work, and why we should stick to what is known. And if you are not careful, you may start to believe them. This month we talk about how you can get things done, make the changes you need to, all with the help of your team members including the naysayers. Every contribution can aid in progress, if handled effectively...



Dreamers, Schemers, and Reamers

By David Colman

Recently, after I gave a speech at a conference on change, I had a great chat with a member of the audience. He told me how he works with teams and organizations to get the best changes implemented. He began by saying we have to separate the dreamers, schemers, and reamers!

Firstly, let me define the three:

- Dreamers are the people that come up with great "blue-sky" ideas;
- Schemers are people that can figure out how to implement the dreamers' dreams, and;
- Reamers are the folks that will tell you why none of the dreams will work.

Here is where I emphasize that we need all three!

My new friend then told me that he gets his team to identify themselves or others by category and, once done, tells the schemers and reamers to take a hike, go get coffee, and just disappear until called.

Then he works with the dreamers to come up with all their 'off the wall' ideas. When they have exhausted themselves, he invites the schemers back into the room to figure how these ideas can come to life. Finally, he brings back the reamers to try and pull apart all the work that has been done. After that, according to my friend, you are left with what is probably doable.

As simplistic as it may seem, there is a lot of merit in the approach. As negative as reamers may sound, they are a vital part of the process; the due diligence piece if you like. But they can sabotage what you are trying to achieve if they are allowed to get involved too soon. And, as meaningful as schemers are, getting into detail while the dreamers are coming up with ideas will frustrate the dreamers to no end.

So let me ask you. When it comes to 'change' in your company, are you a dreamer, schemer, or a reamer? 'Well it depends' you are probably saying, and you'd be right. I suppose it all hinges upon who comes up with the idea. Would this approach work inside your company with your teams?

'Absolutely', say you dreamers. 'If it is planned right', I can hear you schemers telling me. And you reamers, what do you have to say? 'Not a chance'.

I thought so.

TriOpus Group's "Managing Change" workshop can help you move your team effectively through innovation and change. You will:

- Understand the impact of change on the business, employees, and customers.
- Know why and how people resist change.
- Understand the different phases we go through when experiencing change.
- Appreciate the role of planning in managing change.
- Develop and practice processes to manage change in the short and long terms.
- Understand the importance of monitoring and following up.
- Create a plan to manage change back in the workplace.
- Learn ways to foster creativity and innovation.



“ Everything that can be invented has been invented. CHARLES H. DUELL, COMMISSIONER, U.S. OFFICE OF PATENTS, 1899

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