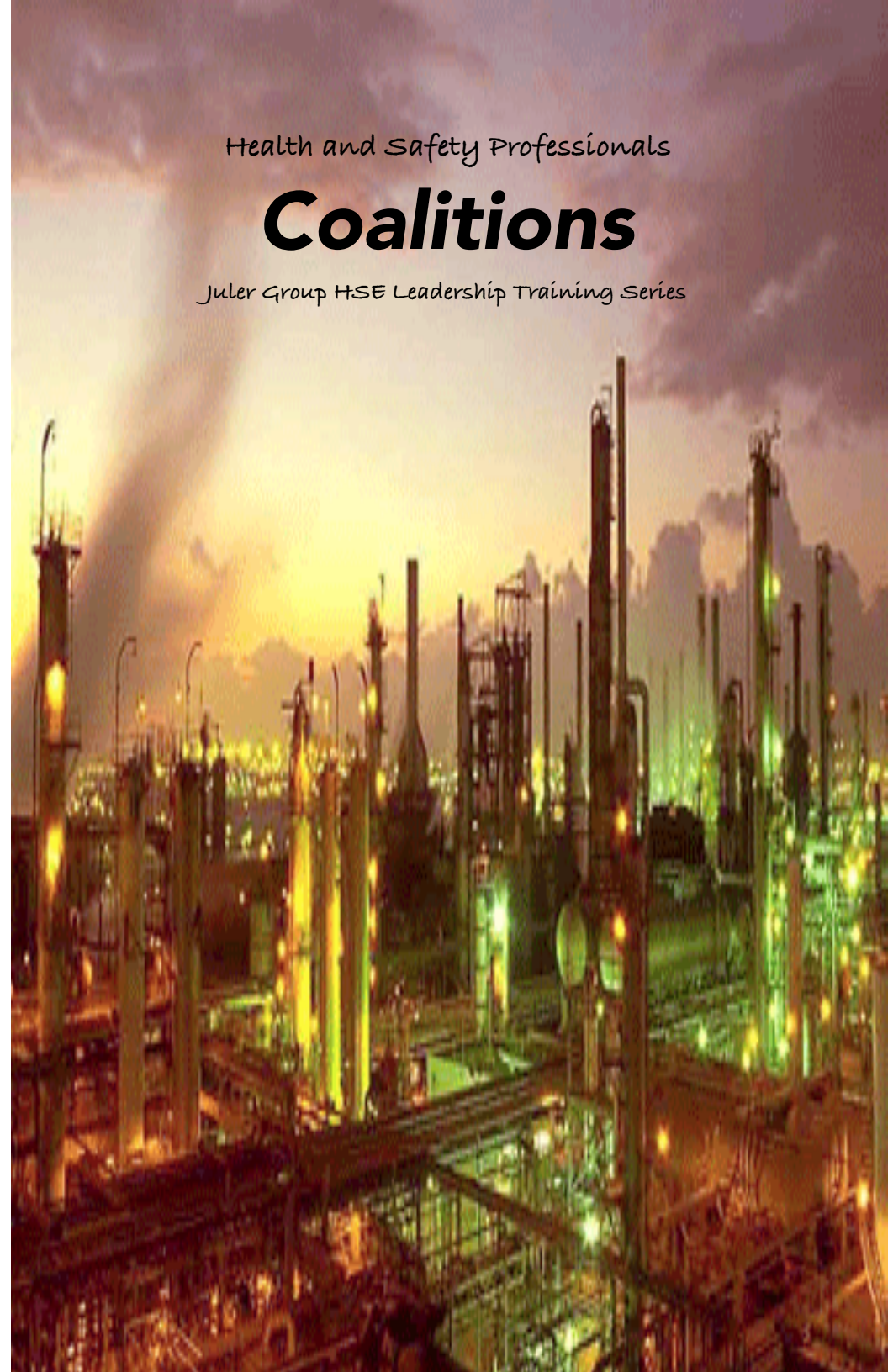


Health and Safety Professionals

Coalitions

Juler Group HSE Leadership Training Series

*For more information contact us at
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THE PRACTICE

1. Coalition Plan. It is crucial to produce a written plan prior to introducing the idea to the various and disparate stakeholders you will need. It must be noted that working together toward a goal is best accomplished out of mutual belief, and will, toward the stated outcome.

A coalition is a group with a COMMON interest who agree to work together.

2. Identify Barriers. It is important to understand a) turf issues, b) bad history, c) domination by a sub-group (e.g. professional elites), d) poor links within the organization, e) failure to provide and create leadership, and f) perceived, and actual, costs of working with a coalition.
3. Identify Stakeholders. You must walk around and talk to discover a key players including employees, cost center owners, P&L owners, technology owner, policy makers, and senior management. Ensure you touch all stakeholders daily in order to gather key information and garner support for creating your coalition.
4. Secure a Core Group. The stakeholders can help you in this step. You must select individuals who key stakeholders rely on to get their initiatives carried out. They must have experience within the organization and know its nooks and crannies, and it's formal and informal networks to help achieve your coalition goals.