

Word Up Too!

Hear That Crunch? It's Your Project

Consistently working in the crunch zone on projects can be a sign of many different problems such as a vague scope definition, unrealistic scheduling resulting from inaccurate estimates, lack of team, management, or stakeholder buy-in, competing priorities, or even overconfidence in the skill level of team members. Or maybe that's just your company's culture.

Work is often cranked out in a crunch culture typically because of heroics by team members. But there are consequences:

- Burnout
- Mutiny
- Attrition
- Failure to identify and learn from project failures and successes.

Communication is one of the most effective strategies to help get teams through a crunch. Here are some things you can do to help keep team members motivated:

- Engage your team early in problem solving. You'll get some creative ideas, and you'll also have more team buy-in when the word "overtime" is first spoken.
- Recognize their thresholds. Give them an afternoon, morning, or a day off.
- Recognize and appreciate their efforts as above and beyond. Sometimes a monetary bonus isn't enough.

Most organizations experience crunches. The key is to be able to help team members get through them successfully. ■



Like what you see? Have any suggestions?

Send your feedback to info@210comm.net.

210's Bookshelf

Autobiography of Mark Twain

By Mark Twain

Mark Twain enthusiasts often rely on Twain to turn culture, prejudice, and politics on its ear in his fiction and non-fiction. Readers can expect no less with Twain's autobiography, as he doesn't follow the typical chronological pattern. Each chapter begins with whatever is on his mind and then weaves in details of his life through incredible wisdom, humor, acerbic wit, and indignation, and heartbreaking sorrow at the death of his wife Olivia and his daughter Jean. Chapter 53 in particular offers insight into Twain's writing genius, including his writing process and knowing when to abandon projects. Make no mistake: this is a long book totaling almost 500 pages. Don't miss a word.

Rating: Top Shelf!

Scale:

Top Shelf: must read

Wait for the Paperback: worth a read, but not the hardcover price

Donate: perhaps someone else will enjoy it