



## Tips for Handling Management Concerns

Below are some tips for responding to common concerns of management regarding the Healthy Work Participatory Program.

### Will take too much time

- x Design Team and Steering Committee meet frequently during first two months of start up, then can taper off to monthly.
- x Facilitator time will be about 10 hours/month large commitment once program is established.
- x You can train existing program managers with right skill set to be facilitator

### Lack of budget availability

- x Cost of doing nothing is also expensive and organization may be paying for that now. For instance, the organization may struggle with participation in current programs, low morale/satisfaction, high healthcare costs or compensation costs, etc
- x Will miss an opportunity to build involvement, participation, morale, engagement.
- x Can start testing the program without much cost by taking small pieces of it first.
- x Can manage commitment by introducing the program components to an existing committee.

### Uncertain if the program will be effective

- x The participatory process of the program is very likely to raise satisfaction as long as management is supportive.
- x The participatory process is designed to create solutions that are customized to the organization and should lead to better participation and interest.

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- x This program has been tested with many types of organizations, and employee participants nearly always reported positive experiences with better communication and understanding between management and workers, a sense of pride, and satisfaction with learning new skills

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- x The program does not promise results from interventions but it does promise new ways for management and front line staff to work together.
- x The organization and workers will form new ideas about ways to solve problems.
- x Expectations are set up front that management does not ~~commit to~~ implementing all solutions that are proposed however there would need to be a commitment to being willing to listen to the perspectives of front line staff, consider their ideas, provide feedback on their solutions, and work together to address at least ~~part of their~~ concerns.
- x Training of company managers will provide skills to appropriately interact with the design team to foster positive relations.
- x Can try the program with a single work unit as a test to see if the program is a comfortable with the organization.