

Barriers and challenges to employee involvement

- Lack of demonstrated commitment from top leadership
- Amount of time and effort involved
- Lack of trust
- A climate of fear
- The uncertainty of constant change
- Not involving all key stakeholders
- Resistance from any of the partners (supervisors, managers, support people, unions or labor force)
- Failure to communicate what is happening
- Failure to redefine the role of leadership
- Lack of responsibility from top management
- Not allowing enough time for change
- Inadequate training
- Systems and structures not designed to support teams
- Workers who zero in on their co-workers' imperfections
- Leaders who won't let go
- Too little or too much structure
- No transition plan
- Treating change like a program instead of a process
- Overwhelming team members with too much responsibility before they have had adequate training
- Team members assuming too much responsibility before they have had adequate training
- A history not conducive to employee involvement
- Failure to educate everyone in the workplace about self-direction

Source: National Safety Council