Brainstorming Barriers Activity – July 11, 2018

Participants were asked to come up with post-it notes of things that get in the way of moving ideas to projects or moving projects along.

Below is a compilation of all group responses moved into some larger theme categories that were determine and sorted by the participants.

Buy-In

- How do we get leadership to see this is important?
- Buy in
- "That's just the way we do it" (Have done it)
- Lack of buy-in
- Leadership
- Roadblocks at the Top - with no direct access
- Getting Buy-in from all/majority of stakeholders.
- Lack of buy-in team
- Consensus! What are we trying to accomplish
- Buy-in from all parties

Project Definition

- Unclear definitions of what done looks like (scope)
- Clear direction that doesn't keep changing
- Feeling overwhelmed at the beginning
- Scope creep
- Clear definition of a project "everything is a project"
- Unclear expectations
- Unclear what success looks like
- Is it worth doing?
- Shifting demands
- Perfectionism
- Going from process to process improvement projects
- Gathering requirements
- Lack of follow-through on assigned tasks
- Goals are too ambitious
- Projects start before they should
- Identify end result/finished project
- Lack of preplanning
- Timelines
- Prioritizing value

- Different perspectives of priorities

Resources

- Sidetracked by other tasks
- People are too busy to talk it through
- Getting the right people in the same room
- Resources
    - Time
    - Talent
    - Funds
- Sustain existing
- Finding funding to support project
- Resources

 and do the day-to-day stuff

- No champion/sponsor/commitment/resources
- "I'm *so* busy."
- Lack of resources
- Don't have the "right" software/tools/systems
- People want certainty before they will engage
- Financial resources
- Resources don't have cycles
- Availability (time) for all parties to participate
- Talent (staff)
- Resources- money
- Competing priorities/projects

Communication

- Communication – not having a way to get info out OR receiving information (it's a secret)
- Communication – internal/external
- Poor communication
- Defining the project and its goal as a team
- Trust is lowest when we need it most
- Others to understand the benefits of defining/identifying the process

Organizational Culture

- Projects start is complex, but organization thinks complicated
  - (cynetia framework)
- DEATH BY PROCESS
-          Step 1 > Step 2 > Step 37
- Time to ideate
- Creating a culture of ideation, collaboration
- Reorganization and impact on new ideas
- Inertia
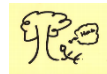
Leadership/sponsorship

- Lack of leadership buy in
- Traction
- Jack of champion
- Approval of business case
- No accountability for not meeting deadlines
- Lack of champion/sponsorship
- Sponsor is not involved
- Creating urgency (or coordination) to make improvements

Competing Demands

- Urgency vs./trumps importance
- Prioritizing over day-to-day
- Budget and deadline are firm. Scope is squishy. People struggle with this.

Uncertainty/Risk Management

- Stay focused
- Estimates are essential buy awful
- Keep uncovering more barriers/complexity
- Risk
- Do we have enough information?
- Not knowing who decides

- They don't know what they want – honest. We don't know how long it will take. *Honest.*
- Regulation + compliance
- Dealing w/ uncertainties