

Benefits of encouraging staff participation in the implementation process

- staff feel important and respected
- a better plan can be developed as they have first-hand knowledge of the issues that need to be addressed
- the skills and knowledge of each staff member can be leveraged
- complicated plans can be refined
- facilitates coordination, the early recognition and solution of problems and immediate reaction to changes
- employees will also become more invested in the success of the implementation process
- staff will make greater efforts to ensure its accomplishment
- staff have a better understanding of how and why systems are being implemented
- staff will be more cooperative and be less resistant to change
- less mistakes will be made
- reinforces a sense of togetherness and teamwork