



# Maintaining a GICH Team/Program

Sustaining the Effort

# Why are we here to begin with?

- Project based goals
- Macro objectives

# Our Hope

*Is that you carefully **assess** whether or not your work on improving housing issues is truly done*

*And that you will **plan** to **sustain** your efforts to continue to advance housing within your community*

# Assessment

*You began the GLCH process by assessing the needs of your community—it is time to reassess those needs:*

- Did you accomplish your primary goals?*
- Where did we not accomplish what we hoped to? Why were we unsuccessful?*
- What are the primary housing related challenges at present? How are they different from when we began?*

If you accomplished something or  
some things....

Celebrate! This is one of the most neglected  
elements of sustaining a successful team...

# Planning

Remember that planning is a ***process*** not an event

# Remember the fundamentals of good strategic planning

Goal setting and prioritization are paramount. Goals and action plans should be:

- Specific
- Measurable
- Attainable
- Relevant
- Time-bound

# Reassess the Team

Before we go too far, who is left standing on the team?

- Only the paid professionals?
- A fraction of those you began with?
- A good core of those truly committed to housing issues in the community?



# Best practices for populating work teams

- Ensure that you have diversity of stakeholders, not just professionals paid to do a job
- Don't appoint figureheads to serve, members need to have ***skin in the game*** and/or ***expertise*** to contribute
- Allow even great members to cycle off if they are fatigued

# Why work teams fail

- Lack of commitment (again don't appoint figureheads and friends who aren't truly interested or who do not offer expertise)
- Poorly defined goals. Members need to know why they are selected and how they can contribute to a meaningful goal or goals
- Poor Leadership. Even collaborative organizations need conveners, set agendas, and routine to be effective

# How to succeed

- Have a clear mission and purpose
- Choose new members carefully and welcome them appropriately
- Assign leadership judiciously
- Meet routinely and have defined agendas
- Ensure equity in discussions. Have rules in place that are mutually agreed upon
- Work the committee, don't just give reports

# How to succeed

- Have a defined protocol for decision-making (how do we know when we have agreement, commitment?)
- Develop plans that include the who, what, where, when, and why
- Monitor progress and evaluate objectively
- Learn from things that don't go well
- Have fun along the way
- Celebrate and promote accomplishment

# Building External Support

- Build and maintain active relationships with the press—remember the value of frequency of message in addition to program impact
- Don't underestimate the value of face time. Get on the agenda for meetings with stakeholder groups and keep them informed

# Building External Support

- Put a “face” on accomplishments. Personal interest stories should accompany stats and facts

# Maintaining Internal Support

- Conflict is sometimes essential to progress
- Support equity within the group, listening to multiple perspectives is always valuable
- Offer praise liberally to those who contribute and recognize the value of contributions
- Respect the time of those who participate
- Once again, celebrate accomplishment!

# Finally...

- Leverage the resources you have become familiar with through GICH
- Stay involved...GICH offers lots of opportunities for alumni to stay involved in training opportunities.
- Give back, serve as speakers and resources for future sessions of GICH
- Remember that this isn't the end of the GICH process, it's just a point in the journey of your team



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