

Involved vs. Committed in IT Projects

by Mark Gagnon





Have you ever thought during an IT project meeting ...

- “Only one more hour. Then, I can go back to my desk and do my work”.
- “Why am I here? I normally don’t work with anyone in this meeting.”
- “I have a question but I don’t want to be embarrassed.”
- “Great. Another IT meeting about stuff I don’t understand.”
- “Don’t forget to pick up milk and bread on the way home today.”



Or you thought ...

- “I’m thrilled to join this team.”
- “Finally. I can’t wait to get started on this project.”
- “How can I help.”
- “Let’s get started.”
- “We can do this and that ...”



What is the difference between these thoughts?



It is the difference between “Involved” and “Committed” team members

- Involved
 - *The act or process of taking part in something*
 - *Participation in a project or initiative without a deep emotional investment*
- Committed
 - *A promise or firm decision to do something that you must do or deal with that takes time*
 - *A deep emotional investment in a project or initiative, driving active engagement and dedication*



“Involved” Team Member Characteristics:

- Passive engagement
- Limited ownership
- Focus on tasks, not outcomes
- It lacks decisions about required actions
- Easily distracted or disengaged
- No deep emotional investment



“Committed” Team Member Characteristics:

- Active participation
- Sense of ownership and responsibility
- Focus on outcomes and results
- It requires decisions and actions beyond mere involvement
- A deep emotional investment that requires active engagement and dedication



How can we change team member mindsets from “Involved” to “Committed”?



We can change team member mindsets from “Involved” to “Committed” by:

- Encouraging ownership and accountability
- Fostering open communication and feedback
- Providing opportunities for growth and development
- Recognizing and rewarding commitment and dedication



How can we change project meetings to foster commitment?



We can change project meetings to foster commitment by:

- Creating team psychological safety



What is team psychological safety?



Team Psychological Safety – Definition:

- It is a shared belief held by members of a team that it's OK to take risks, to express ideas and concerns, to speak up with questions, and to admit mistakes — all without fear of judgment or negative consequences.



Team Psychological Safety – Benefits:

- It will support commitment by:
 - Encouraging open communication
 - Embracing vulnerability
 - Fostering trust
 - Promoting learning from failures
- And team members are more likely to:
 - Share innovative ideas
 - Take ownership of mistakes
 - Collaborate effectively
 - Embrace challenges
 - Be committed, not just involved



We can change project meetings to foster commitment by: (continued)

- Creating team psychological safety
 - *“Candor is hard but non-candor is worse.” – Amy Edmondson*
- Removing unnecessary hierarchies, chains-of-commands, or professional collaboration boundaries



How can we remove collaboration boundaries?



We can remove collaboration boundaries by:

- Allowing team members to self-organize
- Eliminating issues of communication and information sharing
- Creating a culture of openness and trust
- Embracing the diverse knowledge and experience of team members



We can change project meetings to foster commitment by: (continued)

- Creating team psychological safety
 - *“Candor is hard but non-candor is worse.” – Amy Edmondson*
- Removing unnecessary hierarchies, chains-of-commands, or professional collaboration boundaries
 - *“Leave your title at the door.” – Unknown*

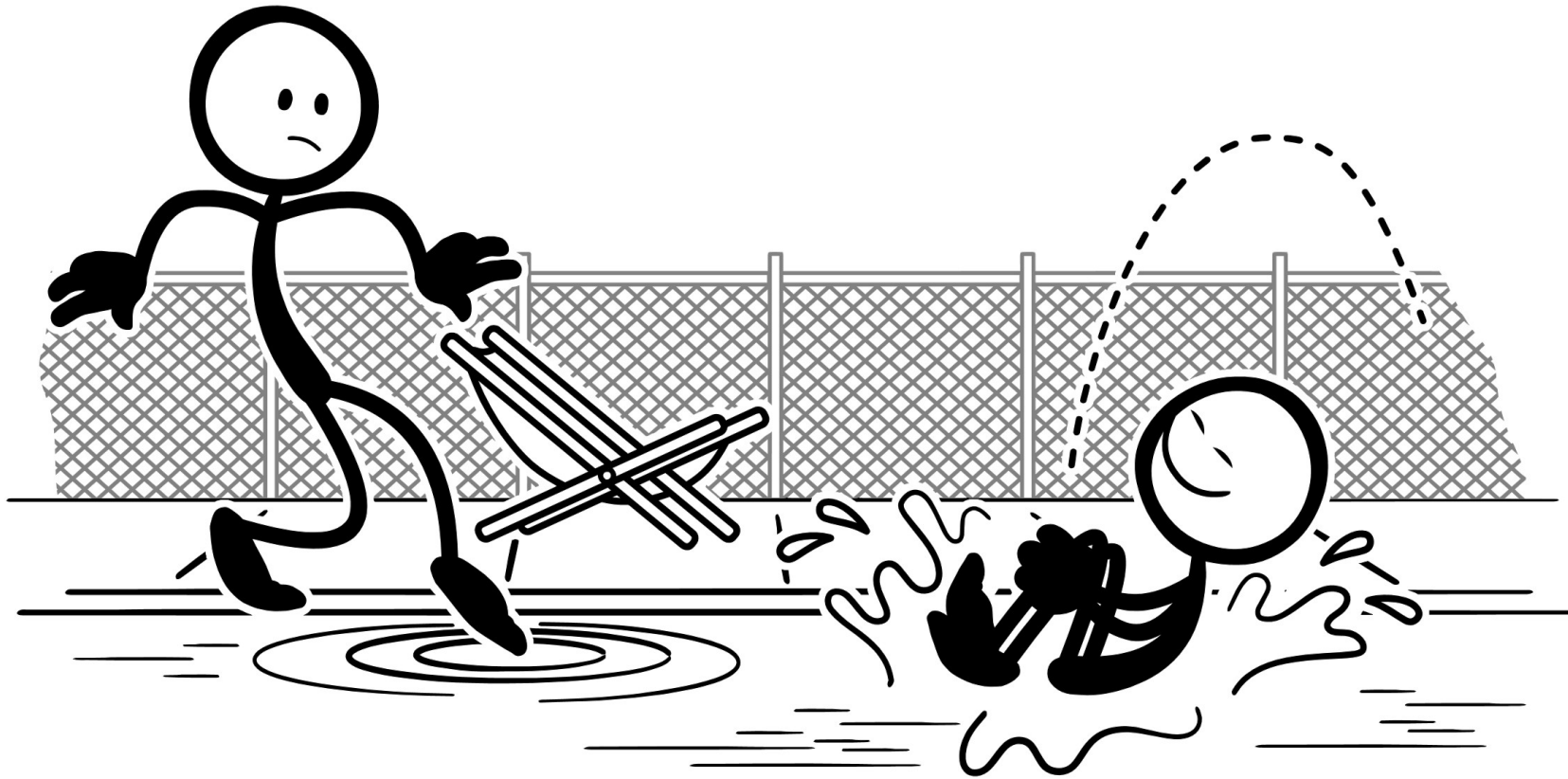


Key Takeaways:

- “Involved” and “Committed” are distinct mindsets with different outcomes
- Encourage commitment by fostering ownership, open communication, and growth opportunities
- Recognize, reward, and develop committed team members to drive project success
- For project meetings, create team psychological safety and remove collaboration boundaries to foster commitment.
- “Involved” and “Committed” concepts apply to all projects

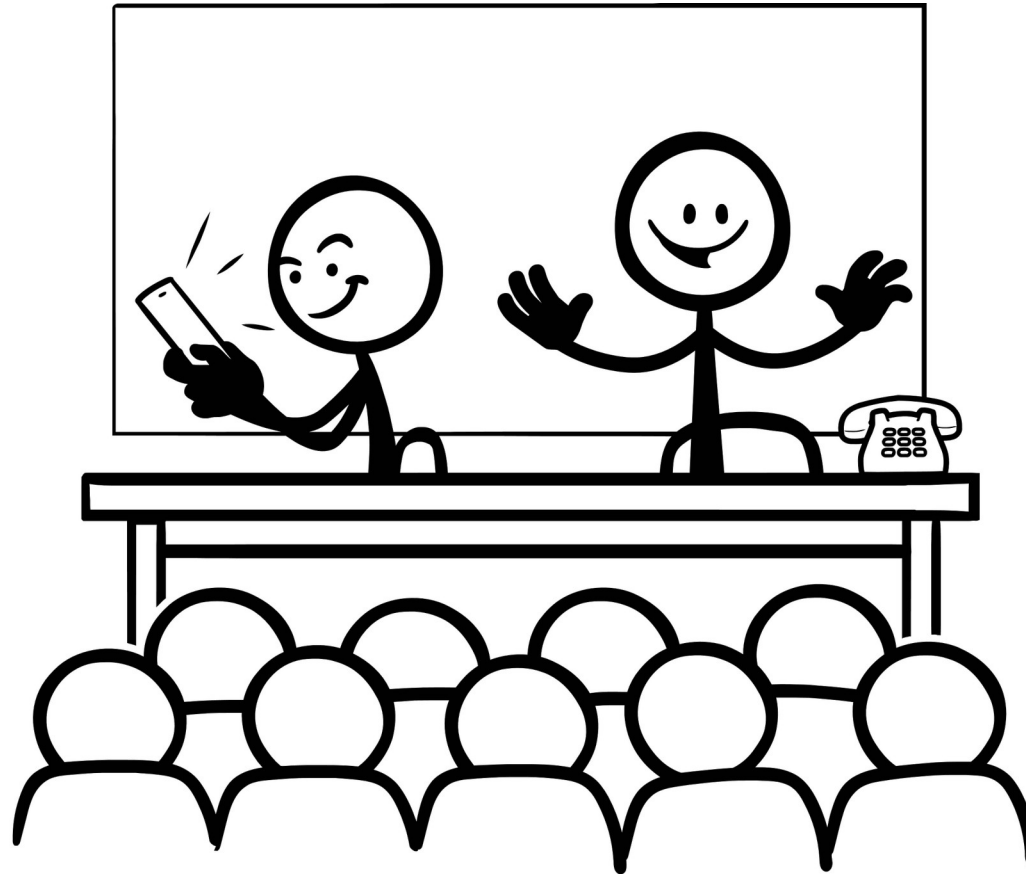


Involved vs. Committed



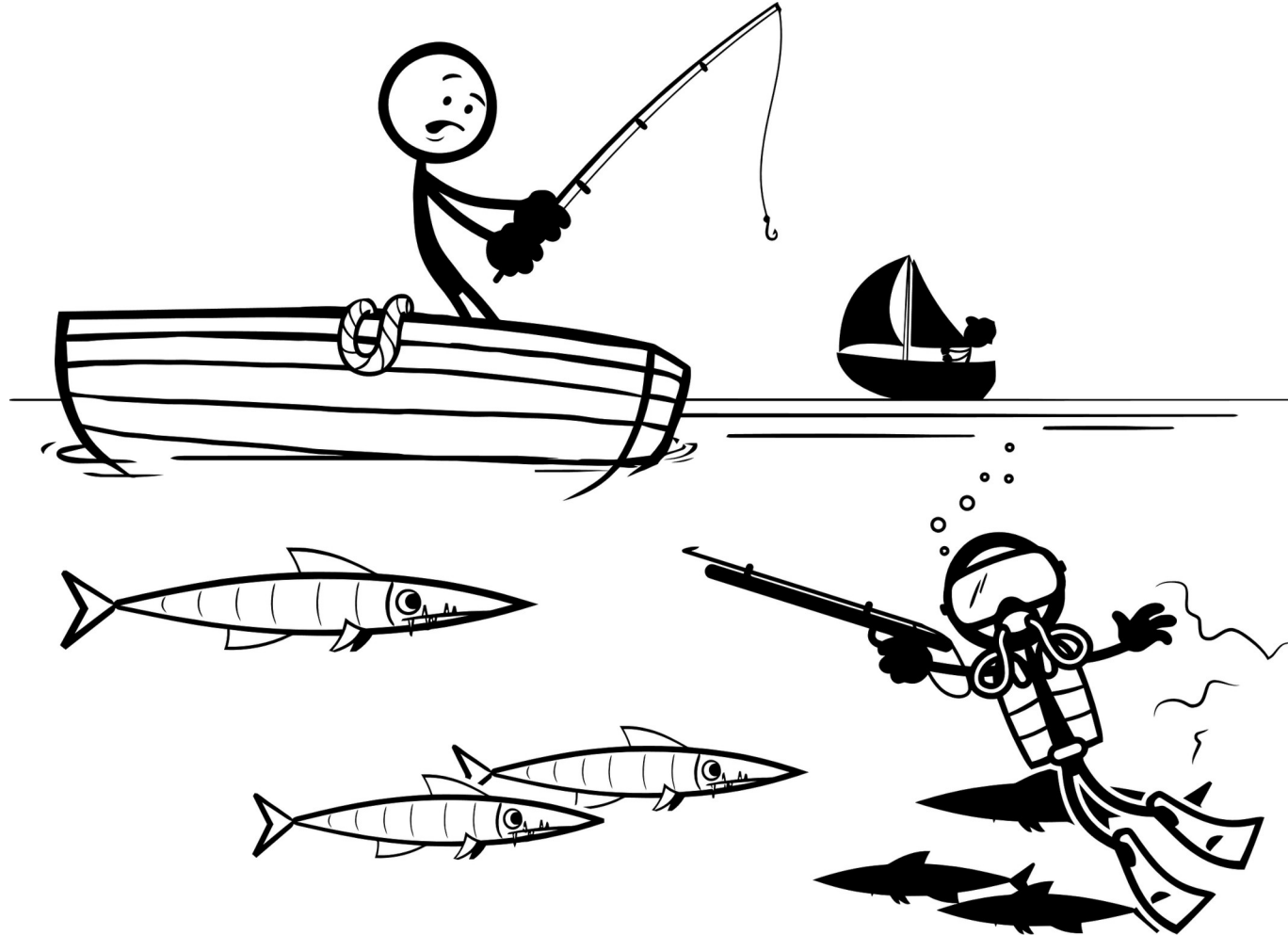


Involved vs. Committed



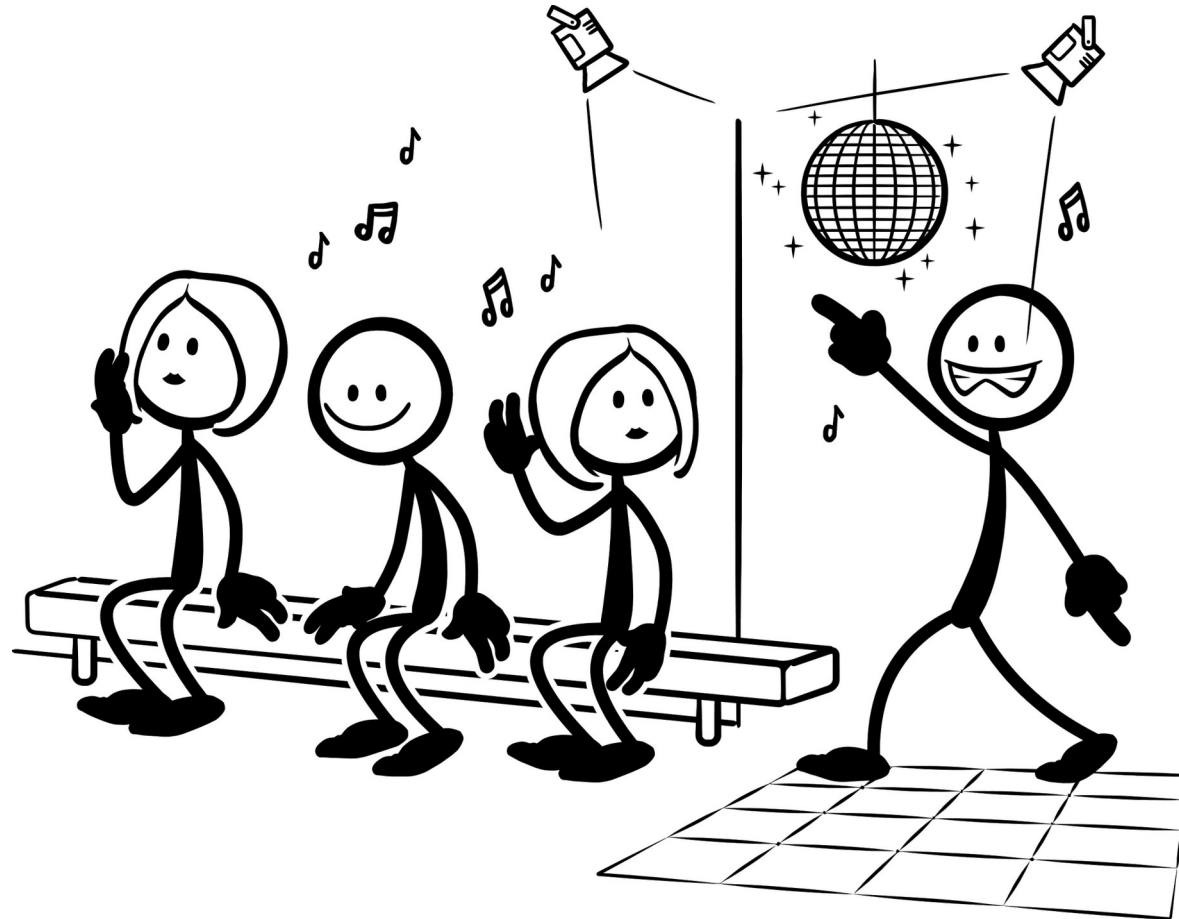


Involved vs. Committed



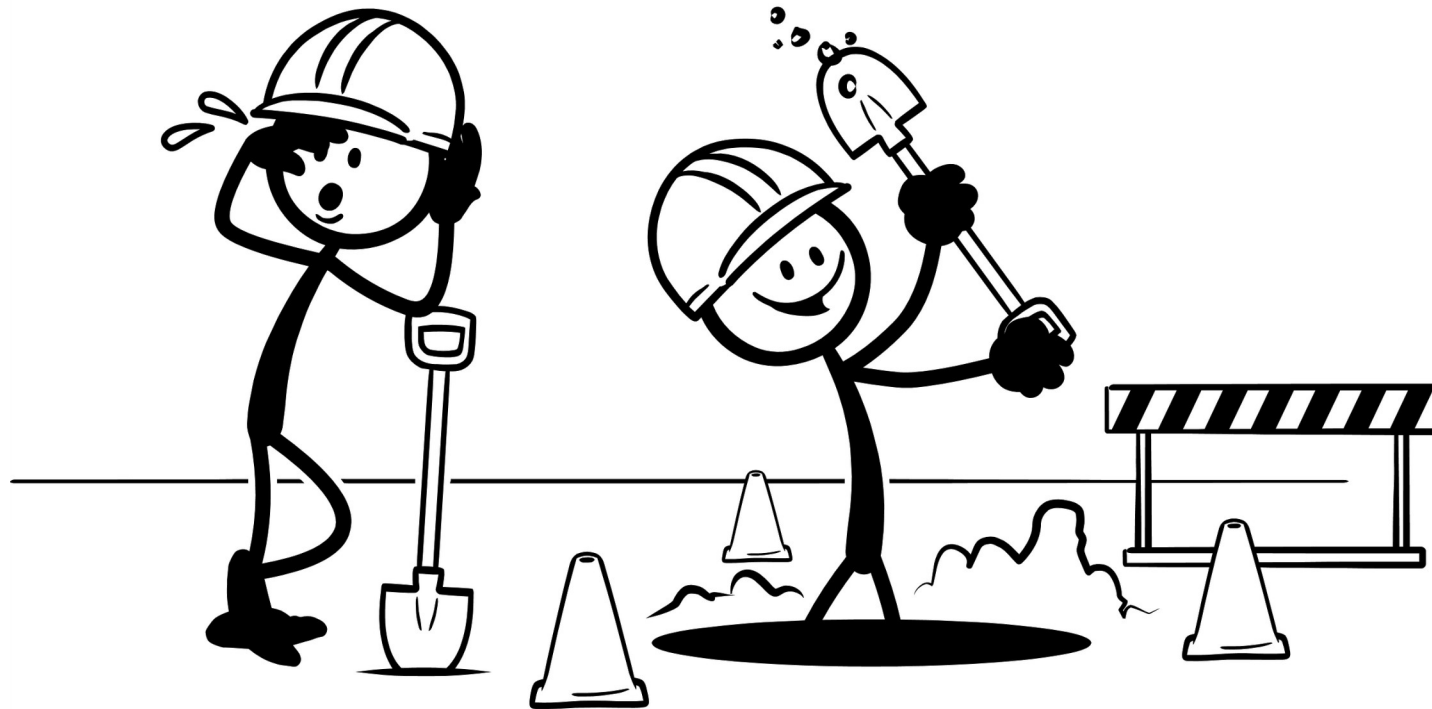


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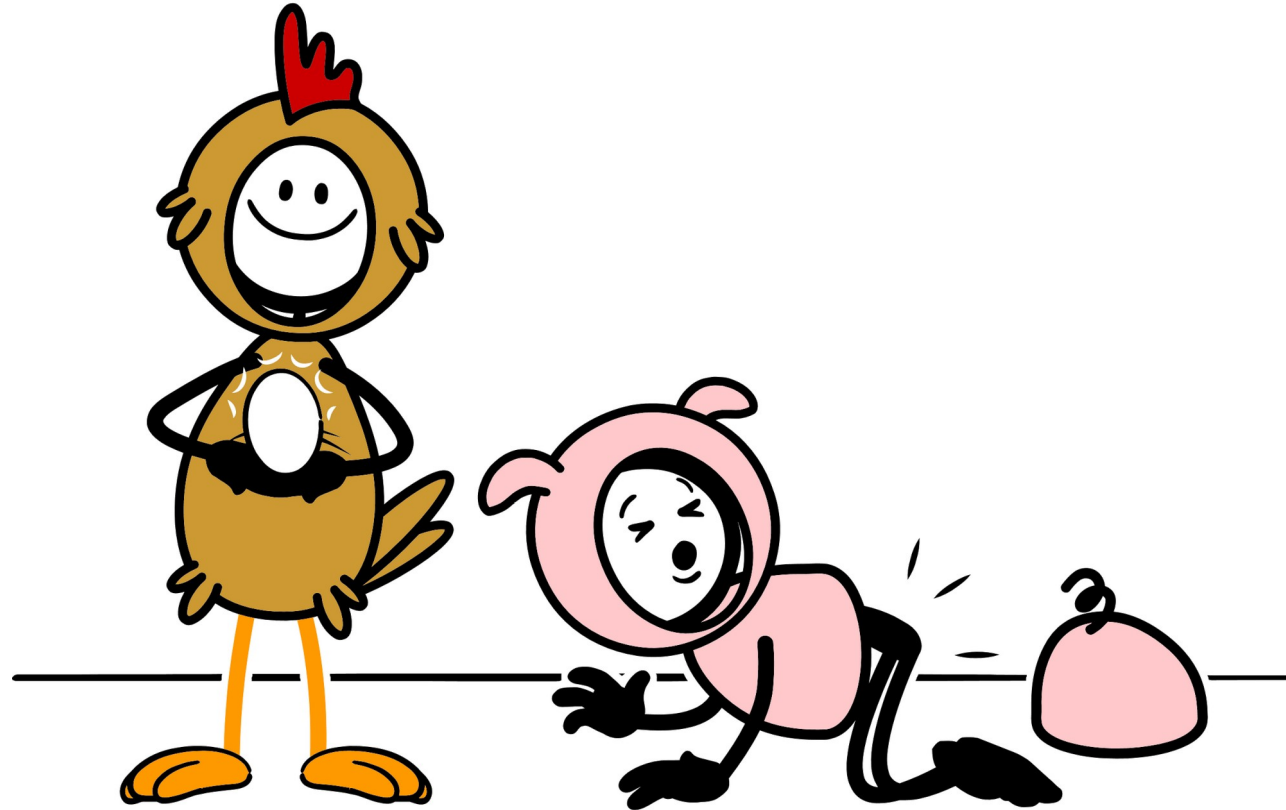


Involved vs. Committed





Involved vs. Committed





Questions?



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