



Limited Resources – The Challenge:

"I am on a tight deadline and I don't have enough resources. Help! What do I do?"

This is an incredibly common challenge in high growth, entrepreneurial companies; too much work, not enough resources and unrealistic timelines. Here are some steps you can take to tackle the challenge:

Step one: Make sure you have a plan. It also serves as a great communication tool so that everyone is clear on the goal, understands their role in the "big picture," and has clearly defined and communicated target dates.

Step two: Revisit the vision. People need motivation under pressure. Demonstrate how this goal supports the team vision.

Step three: Check for efficiency. Revisit high-payoff-activities. Make certain everyone is focused on doing the right things. Eliminate low-payoff-activities.

Step four: Renegotiate conflicting priorities. Gain a sense of what is taking priority and if anything can give.

Step five: Seek additional resources. Remember the Lego-man exercise. Make sure you have taken an inventory of the required resources as soon as possible. Check with others and compare the timing and number of resources required. In a Matrix System, with great planning you might be able to utilize resources from other groups.

Step six: Increase communication and use the team. Get the team involved in problem solving. Have productive meetings focused on decision-making and problem solving. Check with the team for hidden talents that we might not be aware of.

Step seven: Position people to do their best work. Remember their Myers-Briggs type and let them do the kind of work they were designed to do. It will be less stressful and they will be more productive.

Step eight: Track, monitor and revisit the plan.

Limited Resources Tip:

Remember the people, as well as, the process when you are working to be more efficient.