

## Teams lacking commitment

There are two notions of commitment when I refer to a team. There is each individual and their level of commitment and there is the group we call the team and its group commitment.

In the context of a team, commitment is a function of two things: clarity and buy-in.

Clarity is what is provided by the organization often in the form of the coach, buy-in is what is offered in return by the players.

Gee how often talking to club coaches have I heard the expression from them...of a lack of buy-in from the players or selectors or the committee. Anyway

Great teams make clear and timely decisions and move forward with complete buy-in from every member of the team, even, note this readers, those who voted against the decision.

Now that is an important point for you to note. One in, all in, once we have a majority view.

The prime causes of the fear of commitment are the desire for consensus, the expected effort, and the need for certainty:

**Consensus** – Great teams understand the danger, or the risk, of seeking consensus – they find ways to achieve buy-in even when complete agreement is impossible. Reasonable people do not need to get their way, but only need to KNOW their opinions have been heard and considered.

**Certainty** – Great teams pride themselves on being able to unite behind a decision and commit to clear courses of action even when there is little assurance about whether the decision is correct.

**Expected effort** – Great teams contain players who realize effort is a core ingredient for success and as success is worth striving for there is no concern.

**Website menu- teams  
article ...Teams lacking commitment**

Whereas members of a team that fail to commit will feel and see these traits:

- Ambiguity amongst the team about direction and priorities,
- Witness differing standards being accepted,
- Breeds lack of confidence,
- Raises that fear of failure,
- Revisits discussions and decisions again and again,
- Encourages a why bother attitude.

I am a bit of a bugger - if I am asked to be involved in a serious team, and, commitment to and with the team starts being eroded by the behaviours and standards of any one or number of players, I say lets apply the acronym FIFO.....fit in or F off.

**Lachlan Tighe, 2020**