Synchronous Flow

Guiding Coalition
Team

This is the "hand-picked" team who will form the *Guiding Coalition* for the Synchronous Flow implementation process. The group should be composed of about six to eight people who represent all the characteristics listed below. Cross functional knowledge is important and members from several hierarchical levels is desirable. Composition of only Senior Management is not desirable. This group will be responsible to create the *design* of the Synchronous Flow system as it will be applied within the company. They will be involved in creating the *plan* for application of the Synchronous Flow system throughout the business. And they will be the key players in the *implementation* of the new behaviors required to practice the Synchronous Flow principles of business management.

Guiding Coalition Team Individual Characteristics
- Intelligent, knowledgeable and respected as such
- A leader in recognizing that change is needed
- Action oriented, having a *can do* attitude.
- Possesses strong and respected leadership skills
- Good communication skills
- Open minded and willing to consider new and different operational methods
- Able to handle skepticism and criticism
- Able to work with a broad based group
- Works easily with diversity

Design, Plan, Implement Responsibilities
- Lead the company to full utilization of the Synchronous Flow business system
- Effect the implementation – *get it done*
- Fundamentally responsible for the success of the implementation
- Be enthusiastic and energetic about the implementation
- Be open minded
- Be on time and participate fully in meetings
- Be vocal. Say what's on your mind
- Work closely with implementation facilitators
- Exude a "we can do it" spirit
- Communicate fully and often with non-Team members. Spread the word about what's happening in Team meetings and with the implementation. Capture feedback from colleagues and share with the Team.
- **Know what the goals and objectives of the project are and work toward exceeding all of them.**

NOTE: There is no management hierarchy during DPI activities. All members are equal during discussions and in decision-making. Final approval of selected initiatives is the responsibility of the ownership group.