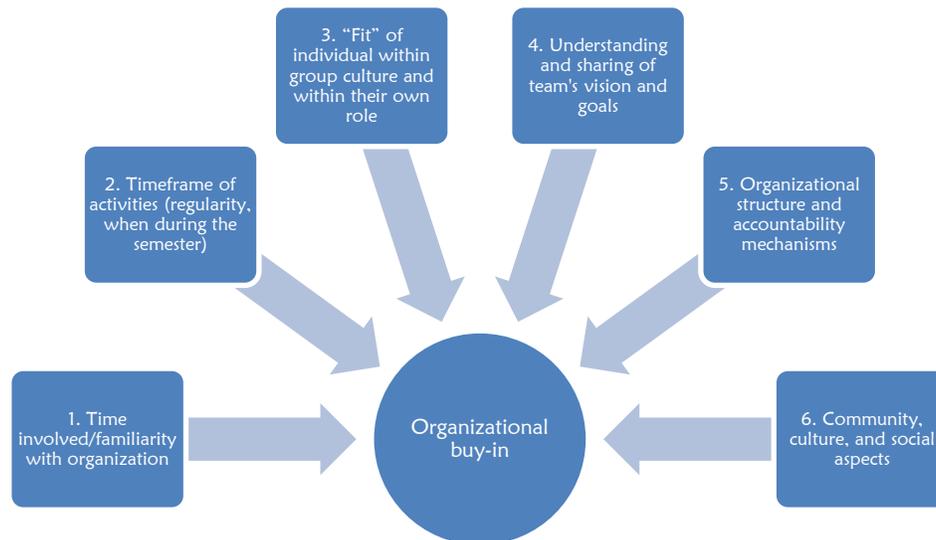


What does it mean to have buy-in?

- People are committed and stay committed over time, even in the face of challenges and other demands on their time
- Group members share a vision (but are also open to changing the vision collectively)
- Individuals in the group care about the overall goals of the group

Factors affecting organizational buy-in:



1. Time involved/familiarity with organization
 - a. **During recruitment**, keep things exciting, accessible, and as personalized as possible.
 - b. **New members** are excited to devote their time and energies; have much to learn about organizational culture as well as how to do certain tasks.
 - c. **Veteran members** generally believe in the mission of organization but may need something new to keep them interested; perhaps a shifting of roles, or a mentorship responsibility.
2. Timeframe of activities (regularity, when during the semester)
 - a. **Recruitment timing** is essential; sending regular updates is important.
 - b. **Irregular timelines** can make garnering commitment difficult; it helps to find ways to stay in touch.
 - c. **Be cognizant** of other seasonal demands on members' time (i.e. exams) when scheduling activities.
3. "Fit" of individual within group culture and within their own role
 - a. **Communicate group culture** clearly to members (perhaps during recruitment) and put it into practice.
 - b. **Be clear with the nature of a role or task** before asking for commitment.
 - c. **Encourage a culture of feedback and transparency** to ensure an open dialogue about how both the group and the individual can make the experience better.
4. Understanding and sharing of team's vision and goals
 - a. **Communicating goals** to old and new members regularly.
 - b. **Encourage all members to contribute** to the formation and revising of goals.
5. Organizational structure and accountability mechanisms
 - a. **Structure (delegation, hierarchies, "positions")** can make it easier for people to know what their responsibilities are (though LFC does emphasize the importance of non-positional leadership!).
 - b. Have practices and policies for providing **updates, evaluations, and feedback**.
 - c. **Transparency about responsibilities and expectations** can help hold people accountable to the group.
6. Community, culture, and social aspects
 - a. **People stay involved** because of the community dynamic and personal relationships.
 - b. **Social activities** outside of "work time" can help encourage a sense of community, building of friendships, and other things that make spending time with a group of people worthwhile!