Sometimes we see leaders begin to achieve momentum, but they stop or run out of steam in their HPWP implementation for reasons like:

- The first rush is over
- Resistors aren’t addressed
- Leaders become satisfied with the accomplishments
- Exhaustion sets in and leaders run out of steam
- It’s often treated as a program rather than a way of doing business

Implementing HPWP means experiencing change and change can be chaotic. In fact, if you’re not experiencing some chaos, you’re probably not changing. Keep your focus on everyone moving in the same general direction – picture the old western “land grabs.”

The Force Field Analysis is a great tool to identify the driving forces for and resisting forces against change. Use it to:

- Clarify your objectives
- Develop a plan
- Engage your team and get their support
- Work your plan – do it, don’t say it!

Approach implementing HPWP as you would approach the successful implementation of any other major business objective:

- Develop a plan
- Decide what to do, who’s involved, the necessary steps to take, etc.
- Enlist the right tools and people to ensure success
- Report progress toward the goal consistently and publicly
- Managers at every level should report on their progress at least quarterly

Obstacles to a successful HPWP implementation can include one (or more) of the following:

- Top managers in the company aren’t on board
- There’s not enough follow-up on the action plan
- There’s confusion in communication
- Resistors are not being addressed

In successful HPWP implementations, committed and involved “sponsors” and “champions” are critically important. The definitions and roles for these people need to be clearly established.

Your progress toward HPWP implementation should be a measurable objective with its own metrics.

Share your accomplishments and especially the results you’re seeing with HPWP. It’s a wonderful way to encourage momentum.

The more public the commitment, the more likely you are to succeed in that commitment. Being public helps drive the change.