Strategies to Increase Organizational Commitment

Upon completing your Organizational Assessment, you may identify areas requiring additional attention. This paper will assist you with strategies to increase Commitment.

How Commitment is measured on the DEOCS:	1. I feel like "part of the family" in this organization. 2. This organization has a great deal of personal meaning to me. 3. I feel a strong sense of belonging to this organization.

Strategies

Establish positive work experiences to maintain high levels of commitment including:

- Share survey results with unit members to promote trust and openness among unit members.
- Offer training and development opportunities when appropriate.
- Create informal recognition programs where unit members can be commended for their work.
- Create mentoring programs that allow subordinates and senior officers to learn from each other.
- Organize organization luncheons and activities that create positive experiences.
- When possible, be flexible on issues concerning family and personal matters.

Lead in a way that promotes commitment.

- Implement policies and activities that increase organizational support.
- Clearly communicate goals and expectations of work tasks.
- Trust unit members to complete the tasks assigned; recognize their accomplishments.
- Provide continuous feedback for learning purposes.
- Empower individuals to solve problems themselves and provide guidance when needed.
- Let unit members know that creativity and innovation is valued and if there is a better way to do something then they should speak up.
- Allow unit members to be involved in the decision making processes when possible.
- Conduct trust-building exercises between leaders and subordinates.
- Avoid implementing policies without seeking feedback from unit members.
- Demonstrate your commitment to the mission and values that you want your subordinates to display.

Create environments that decrease role ambiguity and role conflict.

- Let personnel know your expectations and clearly communicate your expectations in writing.
- Make sure all subordinates know their roles in the unit.
- When interpersonal conflict arises, address the situation as soon as possible.
- Conduct exit interviews and monitor turnover rates and create strategies to improve the climate.

Additional Resources:

Army: AR 600-20, Leader Development Improvement Guide, FM 6-22, Leadership; Army 360
Marine Corps: MCO 1000.9A
Navy: SECNAVINST 5300.26D
Air Force: AFI 36-270
Coast Guard: SECNAVINST 5300.26D
Civilian Personnel: ARI Contractor Report 2005-01