• **Chronically late Team Members.**
  
  • Why? The problem here is not the person that is chronically late. The problem here is the rest of the Team who tolerate it. Your culture rewards the chronically late behavior. How? Because nothing bad happens to the offender.

  • Suggested Solution? Start your next Team meeting with something like, “Effective immediately the expectation is that all Team Members will be on site, and at their stations before the official start time. I empower each of you to address any Team Member who comes in late and has not contacted anyone to let them know beforehand. If you continue showing up late, then you are granting the Team the right to decide your fate.” Before this meeting, go to the offender(s) and let them know you will be saying this in the upcoming meeting so that they are not blindsided. End this conversation with something like, “I just wanted to give you fair warning. From now on, if you show up late it is out of my hands.” Should the offending Team Member show up late again, you must follow-through and make the Team address it, and have them determine the consequence(s). It will be uncomfortable for all – so uncomfortable, in fact, that you will be able to say something like, “I know this was uncomfortable for you. Therefore, I recommend, and empower all of you make sure to address this kind of behavior before it gets to this point.”