Motivating Your Project Team

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Welcome and Thank You!

Context – Empowered Teams

The Expedition Team

Path To Purpose Leadership
Context – Empowered Teams & VUCA

Why Empowered Teams?

• Increase Satisfaction, Commitment, And Motivation
• Increase Diversity Of Thought:
  • Creativity
  • Innovation
  • Problem Solving
  • Adaptability

• Volatility, Uncertainty, Complexity, & Ambiguity?
Empowered (And Effective) Teams

Attributes

• Small
• Complementary Skills
• Autonomy
• Shared Mastery Orientation
• Shared Purpose
• Shared Responsibility
• Shared Accountability
• Mutual Trust

How are you doing?
The Expedition Team

Decision Making Framework

- Cognitive Ability
- Complementary Skills
- Mastery Oriented
- Purpose Driven
- Responsible
- Accountable
- Trusting
Your Perfect Team

What attitudes, personalities, mindsets, values, etc, would be required of team members?

What complementary skill sets would be required?
Your Perfect Team

What attitudes, personalities, mindsets, values, etc, would be required of team members?

What complementary skill sets would be required?

Are You Equipped To Lead This Team?
Path To Purpose Leadership

A Leader Must:
- Articulate Team Purpose
- Help To Illuminate The Path
- Help To Clear The Path
- Build And Maintain Trust
- Foster Motivation
  - Empower
  - Align Rewards

How are you doing?
Path To Purpose Leadership

Fostering Team Motivation:

- Focus On Purpose
- Collaborate On Purpose Driven Goals
- Model Collaborative Behaviors
- Ensure Required Skills
- Invest In Community
- Provide Role Clarity, But Allow Task Ambiguity

How are you doing?
Path To Purpose Leadership

Fostering Individual Motivation:
- Motivation = Expectancy * Instrumentality * Valence
  - Expectancy: “Can I meet the goal?”
  - Instrumentality: “If I meet the goal will I be rewarded?”
  - Valence: “Do I value the potential reward?”

How are you doing?
What About…

Those People I Am Stuck With?

The Person Who Is Under Paid?

When I Don’t Feel Comfortable Giving Autonomy?

When I Am Not Motivated?