

Compiled presentation results from: "Inspiring Team to Optimize Results" Workshop – November 20, 2013

I have compiled presentation results from the groups and I have listed them below per request. Please forward to participants.

Charismatic Leading:

- Lead by example
- provide autonomy, mastery and purpose
- passionate about goals, make it contagious
- encourage passion by getting to know their interests, values and abilities, then tailoring roles and responsibilities accordingly.
- provide training in areas of interest
- give opportunity for growth, new challenges
- having room to learn, and to make mistakes
- feedback loops
- calm and approachable

Define mission, purpose and give them autonomy to contribute in their personal meaningful way by involving them in clarifying purpose, exploring and developing innovative and integrated solutions.

- create sense of belonging/ pride
- involve everyone in planning

Rewards/ recognition

- celebrating successes
- recognize outstanding behaviour
- public thank yous
- pat on the back
- "Hero of the day"
- peer to peer award (e.g monthly trophy)
- short, specific personal praise
- team highlights, newsletters

Team building activities

- team lunches to celebrate achievements

Empowering by delegating authority

Develop team protocols, culture,

- kick-off party
- identify common goals

Establish clear goals, roles and responsibilities - WBS

- regular and visual reminders for key tasks, milestones and risks

- shared understanding of objectives, purpose
- SMART goals
- have metrics
- reinforce objectives, and remind

Involve Sponsor

Create open and fun environment

Open-door policy

Protect your team

Proactive conflict management

Access to tools and resources

Regards,
Patricia