

10 Strategies to Motivate, Inspire, and Engage your Team for Results

The Live Webinar will begin shortly.....

Upcoming PE Institute Live Webinars

Wednesday, March 15 at 2pm

[Closing the Soft Skills Gap in Engineering Practice](#)

Wednesday, March 22 at 2pm

[Engineering Ethics: Public Health, Safety, and Welfare](#)

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10 Strategies to Motivate, Inspire and Engage your Team for Results



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Learning Objectives

By the end of the webinar, you will be able to:

1. Recognize the importance of working well with others in order to achieve better results
2. Get more from people whether they are direct reports or members of other departments
3. Develop a strategy to build your formal / informal team and leverage each team member for success



They don't like their boss (31%)
A lack of empowerment (31%)
Internal politics (35%)
Lack of recognition (43%).

A Gallup survey of 7,200 adults found that about half had left a job at some point "to get away from their manager."

Accenture Study

What do you Want?

- ✓ Motivate Your Team to Exceed Expectations
- ✓ Influence others
- ✓ Get buy-in into your ideas and initiatives
- ✓ Become a Better Team Player
- ✓ Lead your projects successfully
- ✓ Become a Better Boss or Team Leader

How do you Lead?

FORCE



How do you Lead?

INTIMIDATION



How do you Lead?

MANIPULATION



How do you Lead?

POSITION



How do you Lead?

EXCHANGE



How do you Lead?

PERSUASION



How do you Lead?

RESPECT



It Takes the Power of INFLUENCE!



Leadership is Influence

What is Leadership?

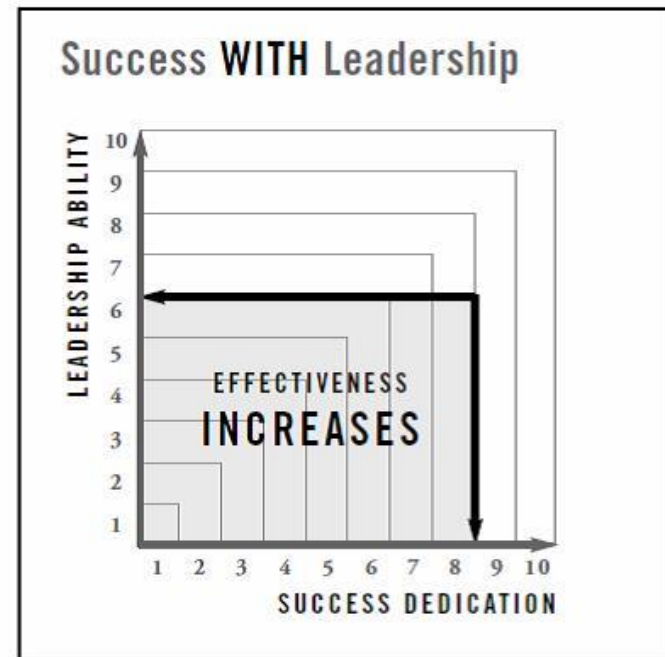
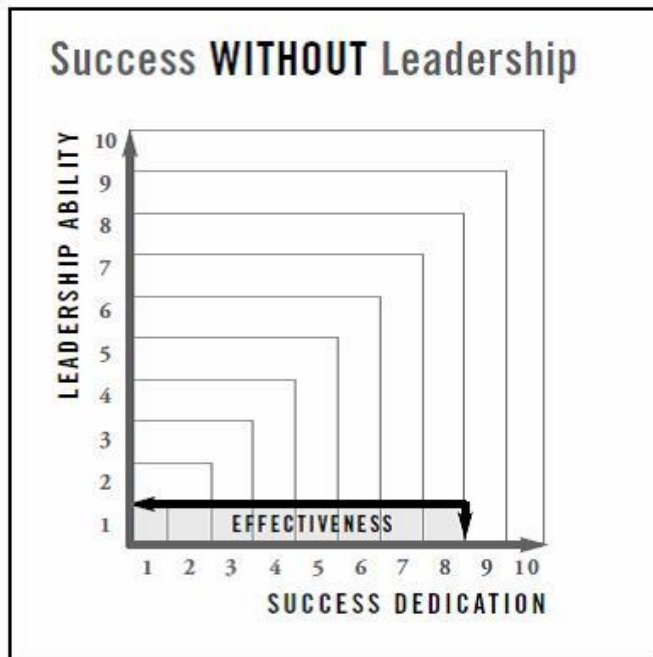
Leadership is the ability to influence others, drive results and make an impact

– Kemi Sorinmade

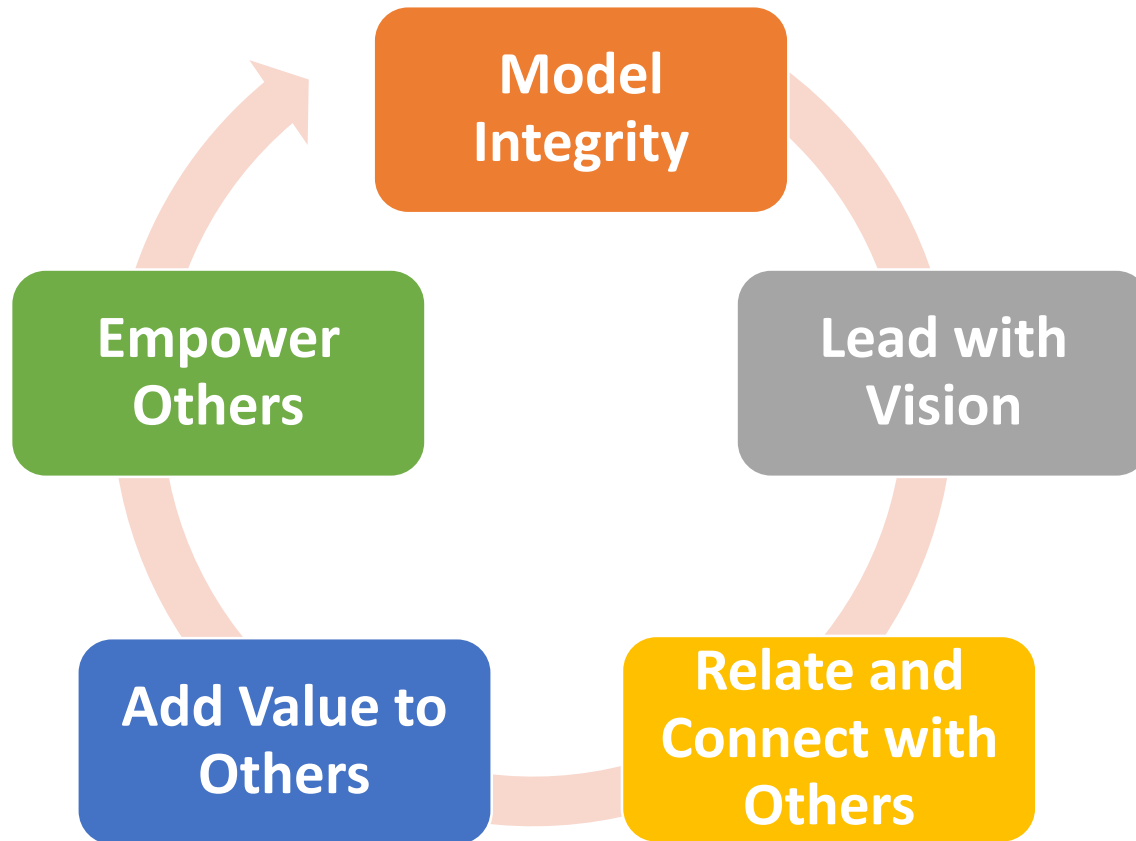
Leadership is the art of getting someone else to do something you want done because he wants to do it

– Dwight Eisenhower

The Compounding Effect of Leadership



What Effective Leaders Do



Strategies and Ideas to Motivate, Inspire and Engage your Team (and Others) for Results

1. Be clear about the Team's Vision

- Purpose
- Vision

What are your Expectations?

What is the “Why” Behind your Expectations?

Communicate the Vision Regularly

3Cs of Vision Planning

Your vision has to be

Clear

Communicated and

Constantly in front of you and your team

Transfer it! Share it!

People love Clarity



Sharing the Vision, Idea or Expectations

Vision Leaks! Even if people do buy into a vision, they can eventually lose their passion and enthusiasm for it. They can even lose sight of the vision altogether. Because of this, leaders must continually repeat the values and vision of their organization so that people can take the necessary action - Bill Hybels

How can you make this a reality?

2. Connect Before you Communicate

Grow into the leader that connects first before communicating

- Go to where they are
- Communicate in terms of their perspective
- Say less, ask more questions
- Listen
- Care for them

“Everyone Communicates, but Few Connect”

Exercise

I left my four year old son in the house, and ran out to throw something in the trash. When I tried to open the door to get back inside, it was locked. I knew that insisting that my son open the door would have resulted in an hour long battle.

In a sad voice I said, “Oh too bad, you just locked yourself in the house”. The Door opened at once.

3. Be Passionate

Passion Translates into Potential

- The Energy you put in is the energy you get out
- Love what you do and Love your Team

4. Create a Growth Environment



*People in a
Growth
Environment are
more motivated
because they are
challenged*

1. Develop a Nurturing Environment
2. Respect
3. Add value
4. Train

Empower Others

What does empowerment look like?

- Asking for feedback
- Asking for input and help
- Delegating work
- Transferring authority
- Helping them succeed
- Working yourself out of a position

Everyone wins when you empower others

Set them up for Success



- Tools
- Systems
- Resources
- Instructions

➤ Non work related tools

5. Lead by Example – Be Credible

TRUST



As time goes on. Your actions will outweigh the words that you speak

People act based on what they see

Truthful and honest

Model what you want to see

Consistent

Demonstrate Results

Good Track Record

6. Do Not Betray their Trust



- Keep your promises
- Don't ask others to do things questionable.
- Keep Communicating
- Allow room for mistakes
- Allow them to offer feedback

Creates a Great Team Culture

Creates a Safe Environment

7. Release Them from their Weaknesses

Everyone is Different



SWOT your Team members

Put a 10 on everyone's head

8. Sincerely Appreciate Them



- Encourage appreciation among team members
- Praise openly, chastise privately
- Offer unexpected gifts
- Organize non work related activities

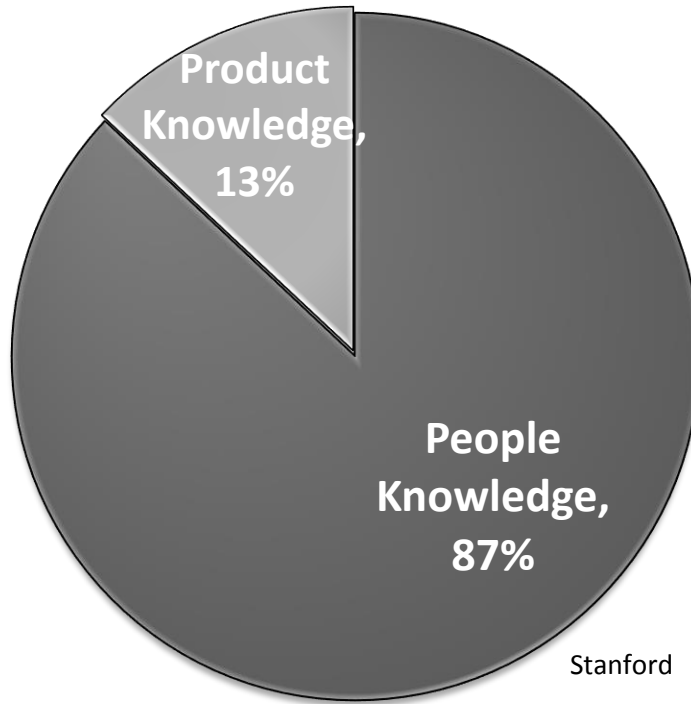
9. Believe in Them



When you believe in people they do the impossible

- Emphasize their strengths
- List their past successes
- Instill confidence when they fail
- Commend small successes

10. Build a Relationship with them



Leaders touch a heart
before they ask for a
hand
- John Maxwell

Be relational not only transactional

Exercise

You work for a small plant consisting of line workers, engineers and management. Everyone is really busy and morale is low and you've been asked to lead a new initiative to streamline operations for cost savings. The first time management introduced this initiative, it failed because most people resisted the change.

You successfully implemented this new initiative in 3 months. What did you do to make that possible?

Bonus: Invest in your personal and leadership development

Managing and leading a team requires a new set of skills and you need to continue to learn, grow and improve in to become successful as a leader

- Read books
- Attend classes
- Get a mentor or coach
- Network with other leaders

Manager or Influencer?

Influencer

- Side by Side Let's work together
- Initiation – I'll come with you
- Inclusion – what do you think?
- Cooperation – Together we can win
- Servanthood – I'm here to help you
- Development – I want to add value to you
- Encouragement – I believe you can do this
- Innovation – Let's think outside the box
- Intuition - Monitor feelings and morale

Manager

- I want it done right. I'll do it myself
- Separation – I won't let people get close to me
- Micromanage – Let me monitor their progress
- Insecure – I'll never let them see me sweat
- Selfishness – You're here to help me
- Do as I say not as I do
- Intimidation – Do this or else
- Rules – The manual Says...

Exercise: Moving from Manager to Influencer (Leader)



Source: 5 Levels of Leadership

Your Next 90 Days

What Steps will you take to move from:

Managing to Leading?

From telling to Inspiring?

Working with an uninspired team to motivated,
inspired and engaged team?

Thank you!



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To receive credit for this course, each registrant will need to take the quiz below and pass with a score of 70 or above. Click link

<http://quiz.nspe.org/quiz/10strategies.aspx>

to take the quiz.

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<https://www.surveymonkey.com/r/PY2N7BR>

to take a short survey.