



# 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?