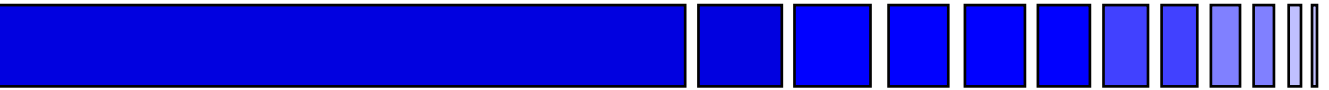


Team Motivation

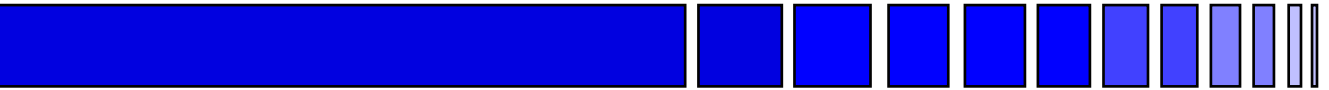


Team Motivation

Course Objectives

- Draw up a list of motivational factors
- Self-assess motivational factors
- Anticipate the team's views
- Design a motivational questionnaire
- Describe the main motivational theories
- Draw up a motivation checklist

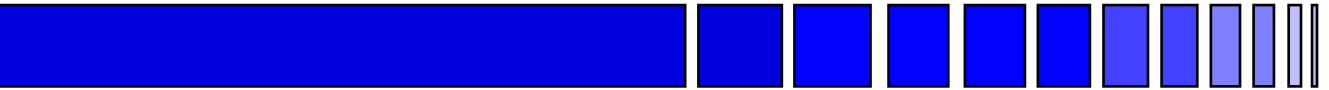
Team Motivation



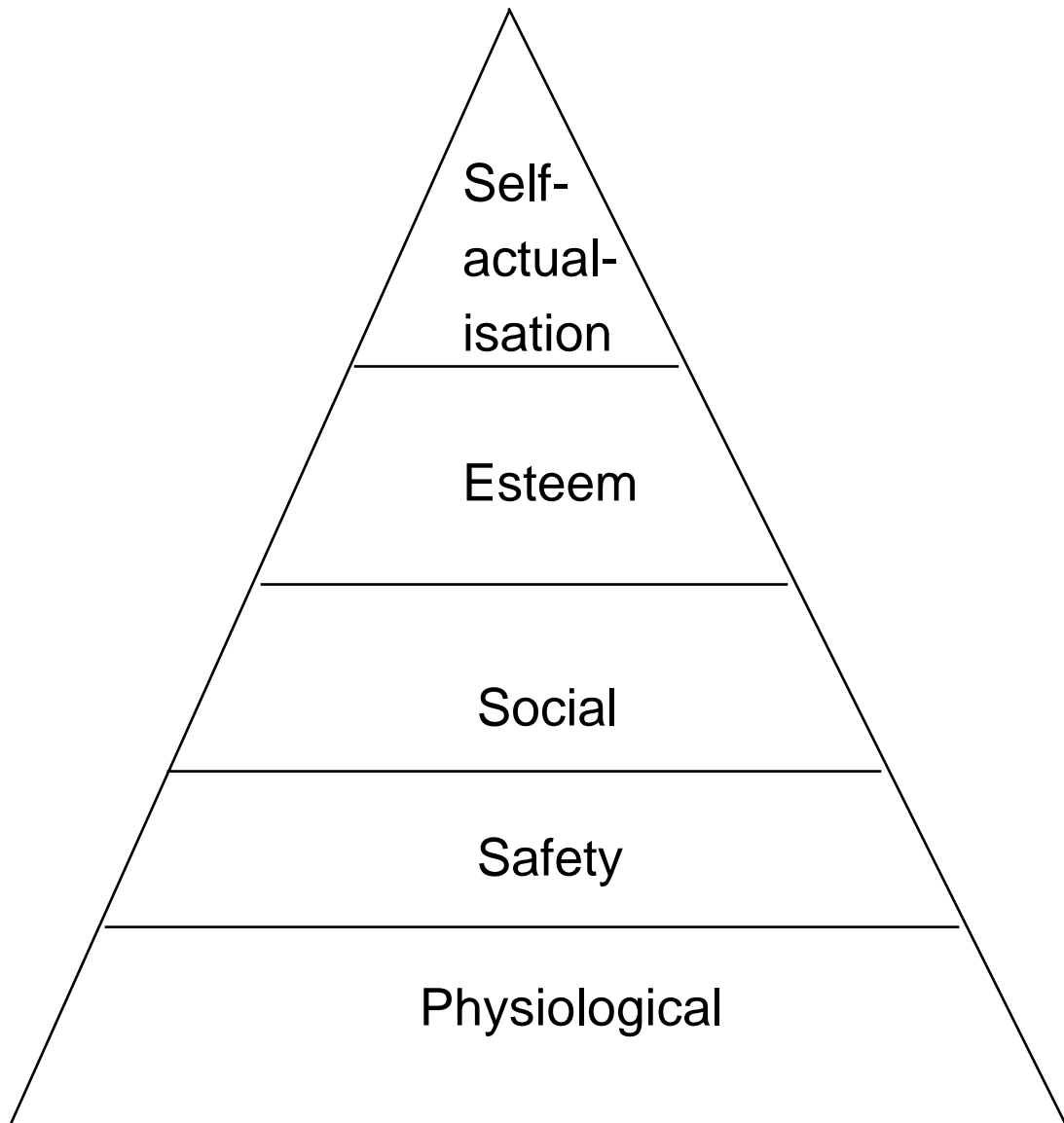
Motivation and Productivity

- Increased output for the same input
- Decreased input for the same output

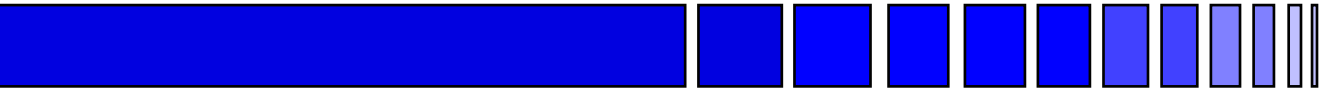
Team Motivation



Maslow's Hierarchy of Needs



Team Motivation



Traditional View

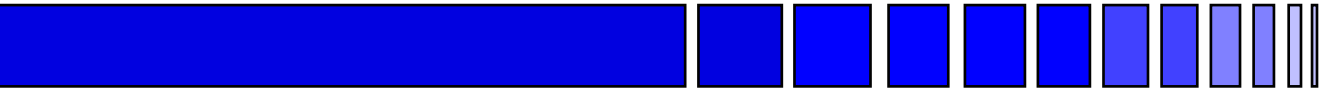
Dissatisfaction <-----> Satisfaction

Herzberg's View

No Satisfaction <-----> Satisfaction

Dissatisfaction <-----> No Dissatisfaction

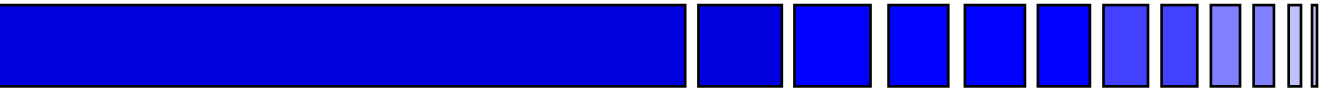
Team Motivation



Sources of Job Satisfaction

- Challenge of the work itself
- Responsibility
- Recognition
- Achievement
- Advancement and growth

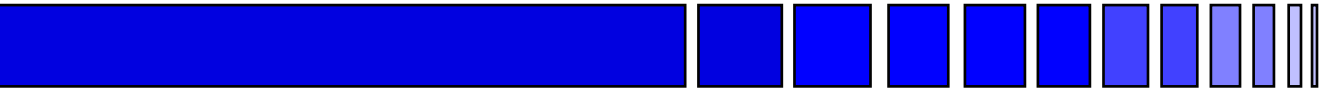
Team Motivation



Sources of Job Dissatisfaction

- Working conditions
- Company policies
- Supervision
- Co-workers
- Salary and status
- Job security

Team Motivation



Reinforcement Theory

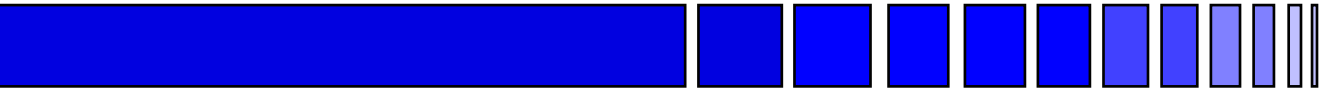
- Behaviour that gets rewarded gets repeated
- Behaviour that gets punished gets avoided

Team Motivation

Reinforcement Guidelines

- Don't reward all individuals equally
- Don't fail to reward when it's due
- Say how rewards can be gained
- Tell them what they are doing wrong
- Be seen to be fair at all times

Team Motivation



Job Design

- Job Enrichment - Depth
- Job Enlargement - Width
- Job Rotation - Multi-role

Team Motivation



Motivation Checklist

- Have short, regular meetings
- Ask people what they want
- Agree targets and review often
- Praise and encourage regularly
- Negotiate for mutual benefit
- Consult individuals/team
- Coach individuals/team
- Be available, “walk the job”
- Hold team meetings and “events”