

Positive influence plan



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Positive Influence Plan Leadership 531 May 27, 2012 Positive Influence Plan In order for work to be completed in today's organizations, a leader must positively influence others. The effect of a positive influence plan can alter the working environment, by increasing production, satisfying customers, and attracting new clientele. A manager must take time to implement and create a positive influence plan that will motivate, satisfy and increase the performance of the unit he governs.

Motivating a team is much more difficult than motivating an individual. Individuals are motivated and operate with different goals, values, principles, and aspirations. If each individual contributes his unique personalities and capabilities where he is needed a team can be created. People working together as a team is one of the most complex resources to manage. There are individuals from different cultures with different personalities, attitudes, principles, faiths, educational level, morals, and ethical standards.

Teams are also motivated by whatever they believe will help them accomplish their most important goals and objectives. Teams must share some common attitudes, personalities, and values while working collaboratively with others. Attitudes and Emotions Attitudes are ??? evaluative statements either favorable or unfavorable, concerning objects, people, or events and reflects how one feels about something??? (Robbins & Judge, 2007). As an effective leader, you are expected to lead by example to your team.

As in the words of the late Michael Jackson, “ I am starting with the man in mirror, and I am asking him to change his ways. if you want to make a world

a better place take a look at yourself and make a change” A manager also needs to reflect upon ones own personal behaviors and attitudes critically and correct issues, such as foul or sarcastic language. As a role model if you are engaging and energetic your team will have more confidence to follow you as a leader. Your team will look to you, especially in times of difficulty.

Maintaining a positive attitude will give your team confidence to continue to follow willingly. A team leader must be able to share information, and clearly communicate and articulate the teams vision about a project. The team must feel that the project is theirs to give them a sense of ownership. A leader must be able to support, empower, assign roles, entrust tasks, so that the team knows all of the restrictions and situations surrounding a project. When faced with a work related problem, using a team is the best resource to use.

Teams can discuss solutions by brainstorming, discussing new ideas, and continually challenging each other to advance the project using controlled “conflict.” Personalities Although discipline is important to any organization a manager should strive to keep the environment as informal as possible.

Team members tend to work better if a manager is not looking over his shoulder or breathing down his neck because of deadlines. Team members need to understand that everyone on the team is valuable and vital to the success of the project. Employees must receive a positive experience when they voice a difference in opinion or disagreement from all members of the team, including the manager. If conflict is managed effectively it can build up mutual trust and respect. Trust must be slowly built up across team members who have different competencies, assumptions, and priorities,

through developing confidence in each other??™s competence and reliability” (Mickan, 2000).

Self-awareness and the ability to trust others builds commitment. A good team leader will not blame any one individual person during the evaluation of the project. The success or failure of the project should be viewed as a team success or failure. Emotions People are emotional creatures.

Although perceptions and understandings may be different, members need to appreciate differences and that these experiences should not threaten ones own identity or relationships. Sometimes interpersonal conflicts occur because of personal differences that can lead to hurt, frustration, and anger. An effective manager needs to recognize when conflicts are not work-related issues and address the problem immediately. If conflicts are not resolved and ignored the problems can fester under the surface and can be disastrous to the teams ability to work together cohesively. Values??? Values is important to the study of organizational behavior because they lay the foundation for the understanding of people??™s attitudes and motivation, and because they influence our perceptions??? (Robbins and Judges, 2007, p. 38.).

According to Robbins and Judges, (2007) ??? the fit of employees??™ values with the culture of the organization predicts job satisfaction, commitment to the organization, and low turnover.??? It is important that a manager to select employees who have the required experience needed to complete the job, competencies, and motivation to perform but also a value system that is congruent with that the philosophy of the organization. A manager should

keep a flexible attitude regarding personal differences and ideas. Without flexibility, a manager may judge someone against his own personal values. Increasing Motivation, Satisfaction, and Performance Motivation is defined as the processes that account for an individual's intensity, direction, and persistence of effort toward attaining a goal (Robbins & Judge, 2007). People are motivated by many different factors such as money, furthering their career, and recognition. A manager needs to make use of different means of motivating employees based on the goals, aspirations, diversity, and culture of their team.

Employees want to know that the work that they do is valued and appreciated. A small gesture of a kind word or an employee lunch can build relationships and enjoy the company of your team. Other rewards can be used to motivate employees such as flexible work schedules, or advancement.

One of the main solutions to keep a team striving for higher standards and keeping them satisfied is how often, and what is said by a supervisor when interacting with the team or individual. A supervisor should provide feedback in a positive way, praise should be given generously, and shortcomings should mention what was done correctly, and where the team can strive to do better. A good manager will also include himself as part of the team in respect to blame.

Conclusion Teams are more cohesive when they make decisions jointly, and they manage conflict effectively. Teams and individuals need regular

feedback and recognition of their progress together toward team goals. ?

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