

Plan for positive influence



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Plan for Positive Influence University of Phoenix- Southfield Campus LDR 531

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Plan for Positive Influence The purpose of this paper is to prepare a plan that would increase the motivation, satisfaction, and performance of the team that can be applied in a business setting. The writer will address specific differences in attitudes, emotions, personalities, and values that were discovered in the team collaboration, as well as how each difference influences behavior. Motivation is an important factor that plays a very important role in enhancing efficiency and boosting productivity. Motivation drives people to perform their best in all the activities carried out by them.

Maintaining open communications with team members can boost morale and motivation. While motivation will be different for each team member, what drives inspiration is the same for everyone. It comes from knowing clearly what he or she wants. And when a person want something badly enough, and he or she is willing to do anything that is needed to do to accomplish it, he or she will actually have the motivation that is needed to reach their goals. Lack of motivation hampers productivity and damages growth prospects.

Managers and leaders are required to increase employee and team morale. He or she may use various means or incentives to increase motivation. This differs from person to person and from situation to situation. Motivation is something that comes and goes with most of us.

There are times when we are fired up and then there are other times when we are flat. We think to ourselves, “ Where did all of my excitement go When

did I lose it” (Carter, 2009). In order to achieve organizational goals and objectives, team leaders are required to increase the morale of other team members. He or she should constantly stay in touch with their team members and improve modes of communication in order to facilitate adequate feedbacks. Appropriate allocation of authority and designation of responsibility also helps in increasing motivation level among the team. Recognizing talent and giving due praise when required also helps in boosting team motivation. The concept of emotional intelligence, popularized by the famous author Daniel Goleman, suggests that a person may be highly intelligent yet unmotivated to dedicate this intelligence to many tasks which he or she is doing (Wet Pluto, n. d.

). Everyone needs daily motivation to keep them going and help them increase the productivity and quality of their work. If a person does the proper tasks with the proper attitude then he or she will stay constantly motivated.

Analyzing human behavior and accordingly satisfying wants can help to increase the level of motivation in a person. Next, the writer will discuss ways to increase satisfaction among team members. Boring or stressful work can often be made more enjoyable with no loss in productivity through the workload sharing and social support found in teams. Balancing team members according to their skills can prevent confusion over roles and responsibilities. In other words each member will be assigned to a particular task such as researching, composing, or editing this can help eliminate other members from feeling over worked and can produce better team performance. The greater range of skills on a team can produce a wider

range of potential solutions for a problem, and membership on a team can make work more enjoyable. In this way, work teams may be able to attain high productivity and satisfaction simultaneously.

No matter what a team's mission or the profile of the individual players, all teams have a tendency to go through the same kinds of predictable growing pains. Again and again they manifest the same kinds of breakdowns: combating sub-cultures, cross-functional territoriality, inelegant communication, triangulation, infighting, blaming, unmediated conflicts, problems with “managing up,” confusion over roles and responsibilities, and disconnects regarding vision, mission and values. Organizations consider ways of helping their teams become high performing as soon as possible in the process especially when considering the ambitious stretch goals given to most teams operating under severe time and resource constraints. There have been a number of studies done over the years in an attempt to understand what it takes to put together a highly functioning (often called “high performing”) team. The study done by Larson and LaFasto noted in their seminal book, *Teamwork*. According to these two gifted researchers, there are eight characteristics of a high performing team, each of which needs to be operational if a team is expected to achieve significant results: 1) A clear compelling goal or vision; 2) Standards of excellence (norms); 3) Competent members; 4) Unified commitment; 5) Climate of collaboration (i.e. trust, clear communication, listening etc.); 6) Results driven structure; 7) Principled leadership and; 8) External support and recognition (Idea Champions, n. d.). When these characteristics are in place there is an excellent chance that a team will succeed.

When one or more of these characteristics are not in place, there is a good chance the team will be unsuccessful. As part of a working relationship, differences can be complementary and helpful as when team members from different disciplines work with and learn from each other. Differences become a barrier to establishing effective working relationships when negative attitudes are allowed to prevail.

Interpersonally, the result generally is conflict and poor communication.

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