



Sustaining Motivation, Purpose, Cohesion and Focus Amongst Our Teams



Vermont Community Leadership Network

Good Practices

- Clarity and reminders of roles and collective impact
- Validate emotions and energy
- Compassion as point of entry
- Take responsibility for mistakes
- Leaders practice self-care

What are your top leadership or motivational practices?



Transformational

Leadership that encourages participation, looks for ways to share power and information, enhances other people's self-worth, and get others excited about their work.

Tools

- Storytelling
- Seeking individual participation
- Giving individual appreciation





GOOD
VIBES
ONLY

Appreciative

Leaders believe that people perform best when they feel good about themselves and their work, and they try to create situations that contribute to that feeling.

Tools & philosophies

- Performance *inspiration* NOT performance appraisal
- SOAR NOT SWOT
- Highpoint interviews
- Roots of success NOT roots of failure



Learning

Learning organizations give employees the power to solve problems autonomously, and benefit from learning from peers without judgement, or fear.

Tools:

- Active listening
- O3 or other regular check ins (appreciate & validate)
- Pulse survey (TINYpulse) and immediate reaction
- Daily kudo emails, Team Learning Newsletters co-written

How do you learn with your team?

Shared Responsibility

*Not necessarily an
“approach” but a trend*

- LAH2SRCC example
- United Way in Lamoille example





Virtual Thoughts....

- Initial meeting verbal check in with all team members
 - *“one word to describe how you are feeling”*
 - *“funniest thing in front of you right now”*
- Schedule time in meetings for checking in personally with team
- Schedule virtual meet-ups, time to get to know or deepen team relationships
 - *Virtual treasure hunts, “front-stoop coffees”, co-working sessions*
- Check out KonTerra Group’s COVID support guidance & webinars
- Use polling tools (eg *Zoom, Slido, Kahoots*) to gather input
- Virtual White Boards (*Miro, Stormboard, Zoom*)

