



Module IV. SOFT

Interpersonal
Skills
Course

Topic 6. Collaborate with
others

Lesson 2
Involvement and
Commitment



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IN THIS LESSON, WE WILL LEARN TO...



1. CONTEXTUALISE NEEDS FOR PARTICIPATION AND COLLABORATION
2. PERCEIVE THE DIFFERENCE BETWEEN SEVERAL DEGREES OF PARTICIPATION



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1. INVOLVEMENT

A team member must be involved within the team and toward his mission, taking an

ACTIVE ROLE



DECISION-MAKING POWER

This consists of the autonomy perceived by the participant to carry out their work. This trust gives confidence and value, since the participant is competent in degree to which it influences your work environment



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1. INVOLVEMENT

TOOLS FOR ENCOURAGING:



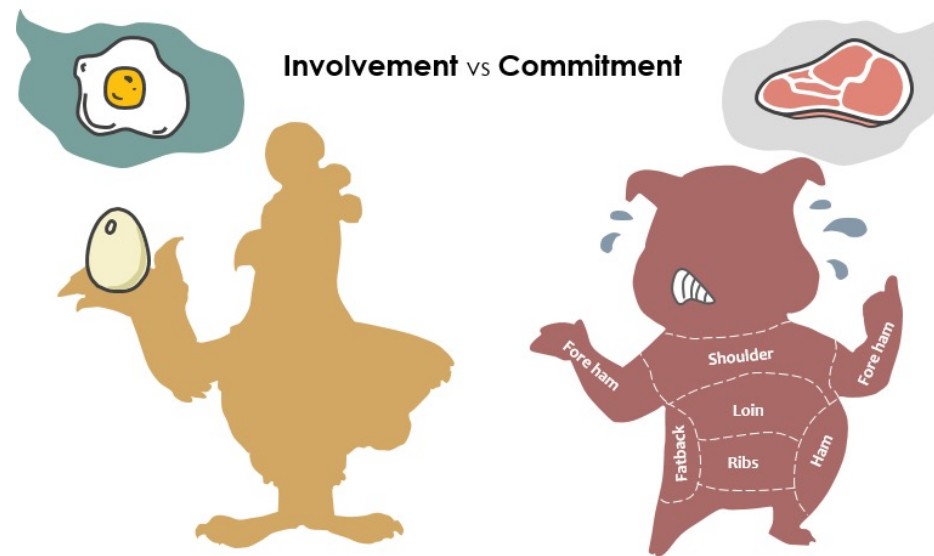
- Implementation of **active listening** processes
- Assessment and utilization of **team members' skills**
- **Involvement** in the **decision-making** process
 - **Feedback loops** between participants
- Giving higher degree of **autonomy and responsibility**
- **Acknowledge achievements** and congratulations
 - **Celebration** of successes



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2. COMMITMENT



In ham and eggs the chicken is involved, but the pig is committed



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2. COMMITMENT

★ REQUIRES A **HIGHER** DEGREE OF **PARTICIPATION** ★

★ **COMMITTED PEOPLE** TRULY BELIEVE THAT **THEIR WORK IS IMPORTANT**, AND THEY SHOW UP, FOLLOW THROUGH AND STICK WITH IT ★



This degree of participation is **extremely important for LEADERS**, as they are the ones responsible to organise the work within the team.



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2. COMMITMENT



Some **KEY** of commitment for are:

- Pay attention to your **ENVIRONMENT**
- Believe in your capacity to **REACH OBJECTIVES** (don't give up)
 - Have **TENACITY** and perseverance
 - Have a clear and **GLOBAL VISION** and focus
- Be decisive, **LEAD OTHERS** on the way to success



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2. COMMITMENT

RECOMMENDATIONS

To increase the degree of participation and reach commitment, not only from you but also from your team:



Show the entire iceberg, not only the surface

Explain to your team the entire process in which they are involved, it will reinforce their feeling of belonging to the team and willingness to contribute with high performance.



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2. COMMITMENT

RECOMMENDATIONS

To increase the degree of participation and reach commitment, not only from you but also from your team:



Make decision together

Decide in consultation with all the members of the team, as each one's input can bring new ideas and solutions.



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2. COMMITMENT

RECOMMENDATIONS

To increase the degree of participation and reach commitment, not only from you but also from your team:



Be resilient

Work through conflict and overcome obstacles, over time, they will reinforce your convictions and make you stronger.



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2. COMMITMENT

RECOMMENDATIONS

To increase the degree of participation and reach commitment, not only from you but also from your team:



Celebrate

By organising celebration, you foster the relationships of team members around a positive event, creating positive common memories that will create a better atmosphere and motivation.



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CONCLUSION



There is no team without participation of members of the teams.

To take part in a project, the different team members need to feel involved in the project as a minimum, or best, be ready to commit to it.

The role of a good leader will be to work on these aspects.



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