



## Module IV. SOFT

Interpersonal  
Skills  
Course

**Topic 7. Leadership**

**Lesson 3  
Motivation**



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## IN THIS LESSON, WE WILL LEARN TO...



1. LEARN THE KEYS ABOUT TEAM MOTIVATION
2. APPLY SOME TEAM BUILDING TIPS



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# 1. HOW TO MOTIVATE YOUR TEAM



**DEFINE EACH PROFESSIONAL THEIR WORK AND HER ROLE WITHIN THE COMPANY.**

PROVIDE THE EMPLOYEE WITH THE NECESSARY RESOURCES SO THAT HE CAN SATISFACTORILY PERFORM HER ACTIVITY.

PROMOTE PROGRAMS AIMED AT IMPROVING EMOTIONAL CONTROL AND SOLVING PROBLEMS.

FACILITATE TRAINING AND INFORMATION.



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# 1. HOW TO MOTIVATE YOUR TEAM



## **PROMOTE FLEXIBILITY AND PROMOTE CONCILIATION.**

PROMOTE THE PARTICIPATION OF WORKERS IN THE ORGANIZATION AND IMPROVE  
COMMUNICATION NETWORKS.

ENCOURAGE TEAMWORK TO IMPROVE THE WORK ENVIRONMENT.



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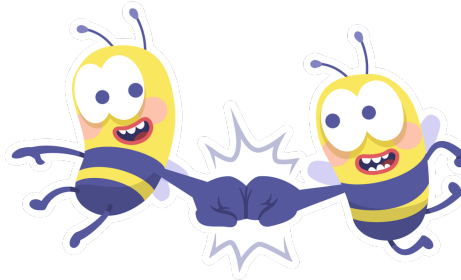
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## 2. TEAM BUILDING



Betting on Team Building, as its name suggests, activities designed to build teams, can bring countless benefits to the company.

Some of them are:

### **INCREASE THE MOTIVATION OF PROFESSIONALS AND TEAMS.**

ENCOURAGE SELF-KNOWLEDGE, STRENGTHS AND WEAKNESSES OF ONESELF.

IMPROVE COMMUNICATION BETWEEN EMPLOYEES AND DIFFERENT DEPARTMENTS.

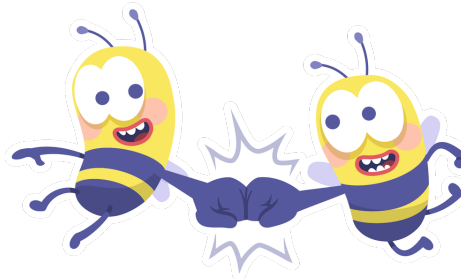
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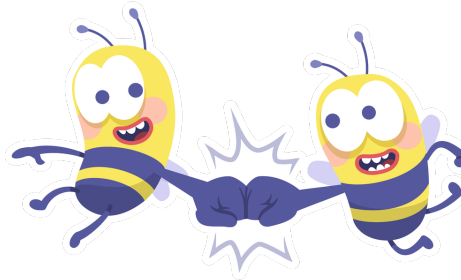
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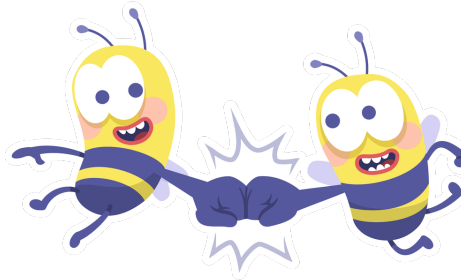
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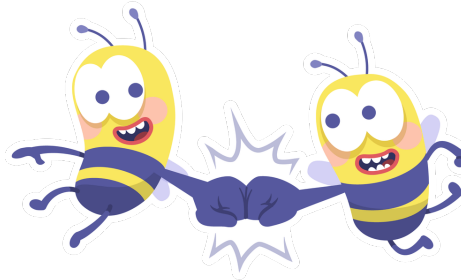
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**REDUCES AND PREVENTS STRESS, AS WELL AS INCREASES RESISTANCE TO IT.**

BUILD TRUST AND COOPERATION.

ENHANCE CREATIVITY BY MAXIMIZING INDIVIDUAL POTENTIAL. IT ALLOWS THE ANALYSIS OF AREAS FOR IMPROVEMENT AND THEIR CORRECTION.

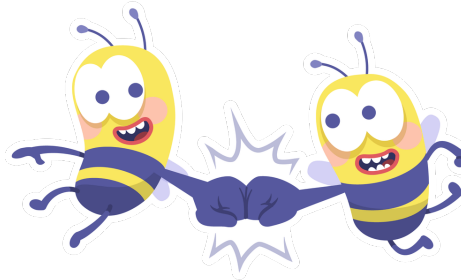
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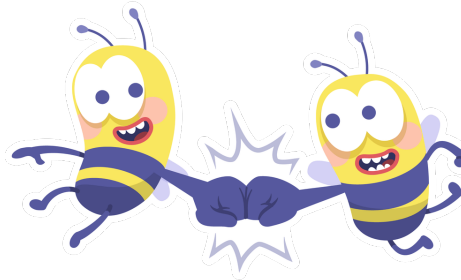
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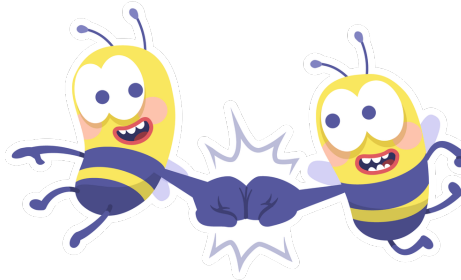


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## 3. REWARD POLICIES



Rewards will improve motivation and performance of the team.  
They can be financial, but also have other nature:

*Money incentive / bonus on salary, Safety bonuses, Company stocks, Promotion in new / higher position inside, the company, offering work flexibility, giving free vacations...*



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## 3. REWARD POLICIES



When establishing your policy and process, you should consider that:

### **REWARD SHOULD BE ALIGNED TO THE ORGANISATIONAL VALUES**

(Clearly identify what you want to reward, such as individual or team performance, effectiveness, etc.)

### **REWARD SHOULD BECOME PART OF THE ORGANISATION'S CULTURE**

(Encourage supervisors and peers to say thank you , informal recognition at meetings, formal recognition programs, etc)



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## 3. REWARD POLICIES



When establishing your policy and process, you should consider that:

### **DETERMINE THE MOST EFFECTIVE TYPES OF RECOGNITION AND REWARD**

(Recognition is as simple as saying thank-you or as elaborate as a formal presentation at a company event and ask employees what kinds of rewards they would appreciate (within the limits of your start-up budget))

### **DETERMINE WHO SHOULD MAKE THE REWARD DECISION**

(implementation of an evaluation process)



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# CONCLUSION



Acknowledging efforts  
Showing the results  
Follow-up

Promoting high quality relationships  
Inclusive collaboration framework....

**WILL SET UP THE BASIS FOR A MOTIVATED TEAM AND SUCCESSFUL RESULTS.**



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