

# TWPP HOW-TO: 10 TIPS TO MOTIVATE YOUR TEAM

1. Where practical, accommodate flexible and non-traditional work schedules and remote working arrangements
2. Answer team members' "why" questions before they even ask them. Ask the other party if what you said makes sense; adjust where necessary.
3. Use technology to stay in communication on each project and gain visibility to everyone's work load.
4. Where you can, give authority.
5. If you are a department leader, provide the right individual coaching and training to each of your team members
6. Invest in your team members, so that they will in turn invest in their role and the organization.
7. Communicate to each team member specifically how their role adds value to the overall goals of the department and the organization
8. Develop a reputation for reaching agreements without bloodshed while sticking up for and supporting your team members.
9. Create lateral career paths for those who have valuable technical expertise and knowledge that would benefit other team members but do not want to become a team leader or department head.
10. Before you develop and implement an initiative to motivate, ask the other party what he or she wants.