



How to Build and Sustain Your Team!

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Inspiring a Motivated Team



New Leaders

Entry plans

Slow and steady

Communication



But.....sometimes the plan doesn't go as you hoped.....

**The greatest lesson I have
learned in life is that I
still have a lot to learn.**



Vision...Mission...Values



Time well spent

Goals ...Bring Clarity and Focus

With your team, create tasks that will help your organization achieve major goals

.....then get SMART!

Specific
Measurable
Achievable
Realistic
Timeline



A photograph showing the silhouettes of a group of people standing in a meeting room. They are positioned in front of a large window that looks out onto a cityscape. The scene is dimly lit, with the primary light source being the window, which creates a strong backlighting effect. The silhouettes are dark against the lighter background of the window. The overall mood is professional and collaborative.

**SUPPORTING
YOUR TEAM**

Build Your Team!

Team Building Activities

- retreats – add in fun
- games are fun, but be careful of individual preferences
- shared experiences

Time....

<https://www.tinypulse.com/blog/the-ultimate-list-of-team-building-activities>

Get to Know Your Team



- Extroverts and Introverts
- Adventurous – energized by the unknown ...others prefer the security of the familiar
- Personal tidbits – names, right out of college, putting kids through college, taking care of parents
- **Personality Tests**
 - Understanding team members, adds empathy and compassion – brings understanding of perspective and builds successful work relationships
 - Myers Briggs
 - CliftonStrengths
 - Enneagram
 - The 5 Love Languages

<https://www.volunteercard.com/2019/10/personality-test-build-teamwork/>

Build Intrinsic Rewards

Yes...everyone loves money, raises and gifts.....but....these are short lived and, in some organizations, impossible

Purpose and Value – bigger long-term impact

Core Values

- Who do you serve?
- What problems are you solving?
- What norms and behaviors drive your team's approach

- Values need to VISABLE and ingrained in day-to-day work



Focus on the “Why”

Why is your organization important ?

- Why did you choose to be part of this organization, company, school?
- What is the personal connection you bring to the team?

The “Why” of the ”ask”

- Why are you asking your team to do X, Y or Z?
- Example..
 - “Please send me your monthly report for the board by Friday.”
 - “Please send me your monthly report by Friday so I can be sure to include your vision for your program when I report out to the board, the personal and specific information you share from your expertise means so much.”

Recognition



- Recognize a job well done.....again, know your staff 😊
- Tailor techniques
- Some like their name in lights some appreciate an email, and many appreciate a handwritten note.

Monthly team highlight

- Work ethic
- Grit
- Positive Attitude
- Organizational Values

Promoting Strengths within Your Team

- **Listen more**
~ Talk less


- **Think with them**
~ Not for them
- **Develop options**
~ Not ultimatums
- **Look for the positive**
~ Not the negative
- **Don't say "you're wrong"**
~ Determine why they feel they are right
- **Congratulate their success**
~ Don't ask for applause



Setting up for Success

- Set up...then back away
- Let go....
- Be ready to support
- Give time
- Recognize strengths – see the beauty unfold





**"Alone we can do so little;
together we can do so much."**

-Helen Keller

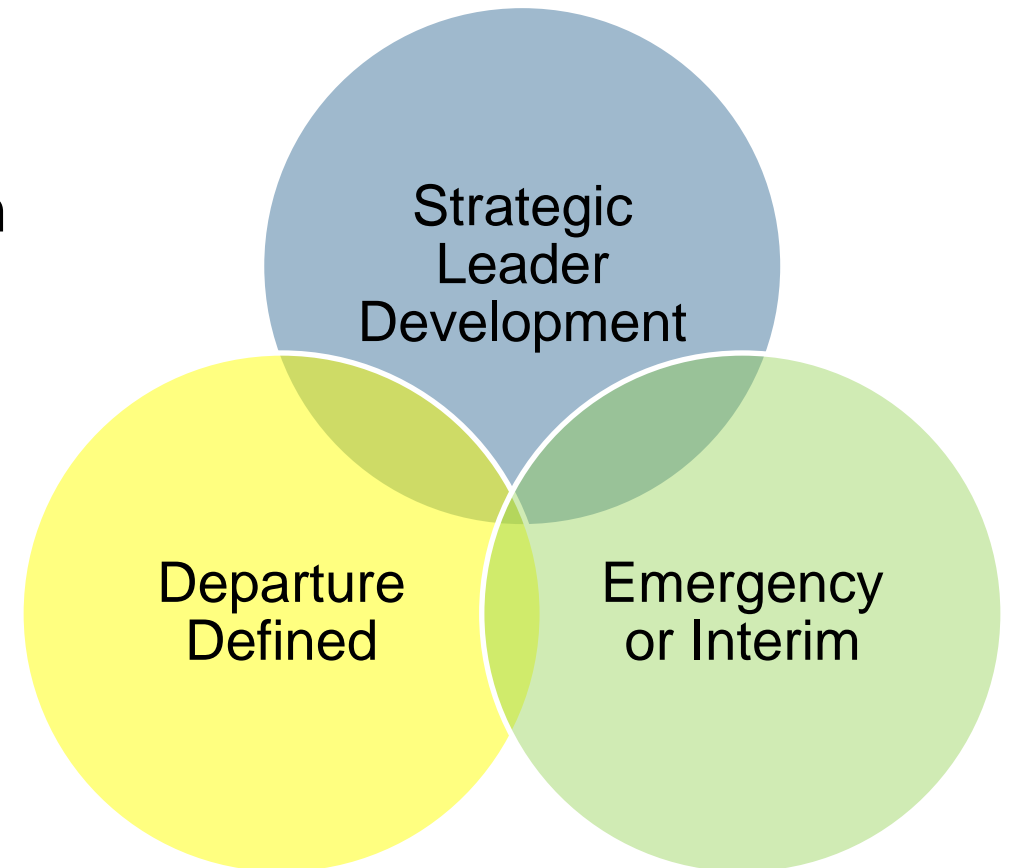
Benefits to a Succession Plan

- Aligns staff development with strategic vision
- Builds leadership capacity of staff
- Makes the top position more “doable”
- Engages and reassures the board
- Gives confidence to funders



Three Types of Succession Planning

1. Strategic Leader Development
2. Emergency or Interim Succession Plan
3. Departure Defined



Leadership Development

- Identify future goals and challenges (strategic plan)
- Create model of needs, competencies, skills, experience
- Identify potential successors and assess individual and organizational gaps to determine developmental needs
- Create individual and organizational development plans
- Measure frequently and revisit models and plans as environment and priorities shift



Emergency Succession Planning

- Identify critical executive functions and responsibilities
- Name and train a backup for each function
- Ensure that key relationships and contacts are documented
- Create and update a binder or digital file that includes key documents such as strategic /operational plans, annual and monthly calendars of organizational activities, etc..
- Create a board approved policy and procedure for Emergency Succession

Departure Defined

1. Identify what roles to plan for succession
2. Evaluate readiness for succession planning and leadership development
3. Engage board and senior leaders and get commitment. Ensure accountability.
4. Create an emergency succession plan
5. Understand future needs, skills, and competencies
6. Identify and assess potential successors
7. Periodically assess effectiveness of leadership development and succession planning – adjust as needed.

Resources and References

- 23 Freakishly Effective Ways To Motivate Employees In 2021:
<https://snacknation.com/blog/how-to-motivate-employees/>
- 4 Best Personality Tests To Build Teamwork:
<https://www.volunteercard.com/2019/10/personality-test-build-teamwork/>
- Succession Planning – 3 Definitions and Approaches:
<https://www.starboardleadership.com/leadership-transitions/succession-planning-3-definitions-and-approaches/>
- Succession Planning for Nonprofits - Managing Leadership Transitions:
<https://www.councilofnonprofits.org/tools-resources/succession-planning-nonprofits-managing-leadership-transitions>

Thank you!



Questions?

NOTE: This webinar has been recorded and will be posted on the Hands & Voices FL3 website here:

<https://handsandvoices.org/fl3/resources/trainings-webinars.html>

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