

# Motivating Your Team



Afternoon Breakout Session - Jon Murnane

# Motivating Your Team



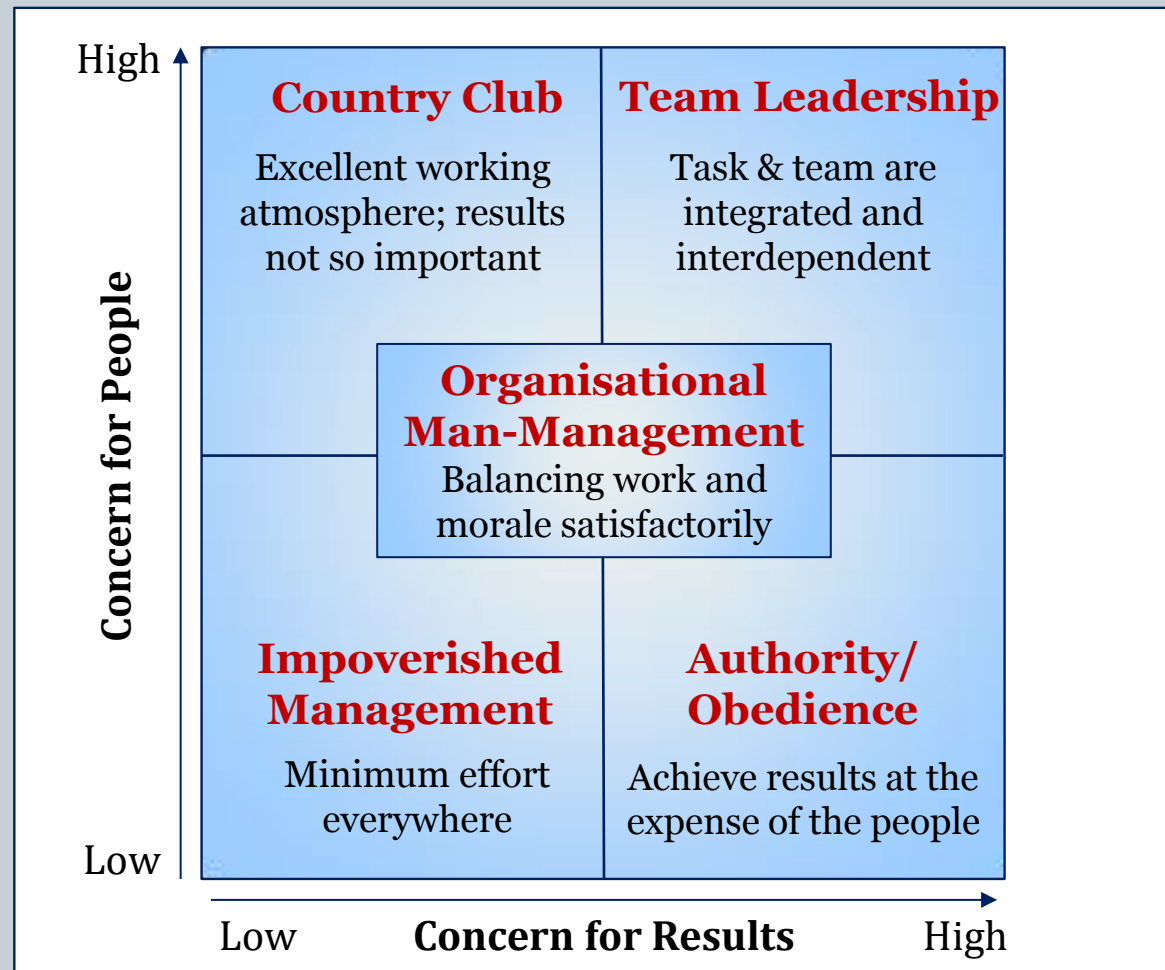
- **“Motivate your Team:**  
Starting with a primer/recap on primary leadership & motivation styles, the session will then explore some historical exemplars underpinned by the context of the school/classroom environment.”

# Scope



- Situational context
- What is leadership?
- Leadership models
- Aspects of personal power
- Aspects of personal quality
- Motivational leadership

# Situational Context: Blake & Mouton

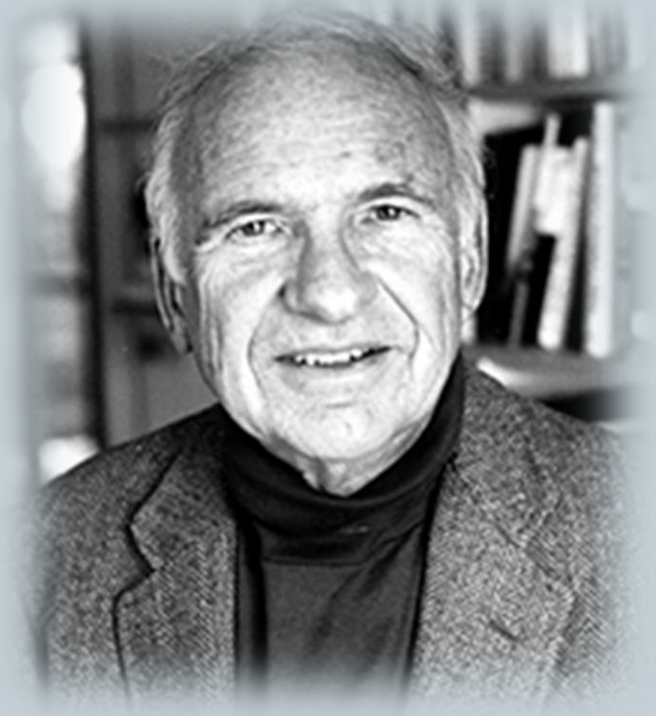


# What is Leadership?



- *Leadership is one of the most observed and least understood phenomena on earth.*

James MacGregor Burns





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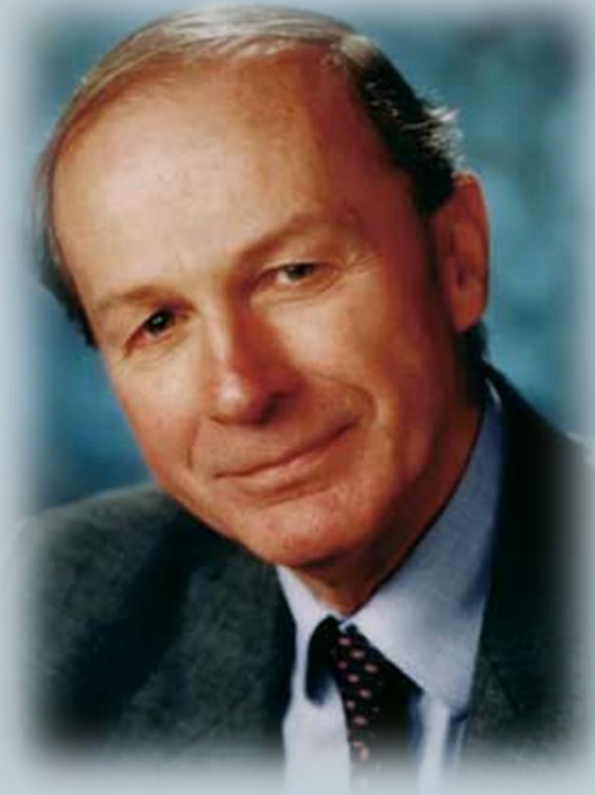
James MacGregor Burns

- *Leadership is the art of influencing human behaviour through the ability to directly influence people and direct them toward a specific goal.*

General Omar Bradley

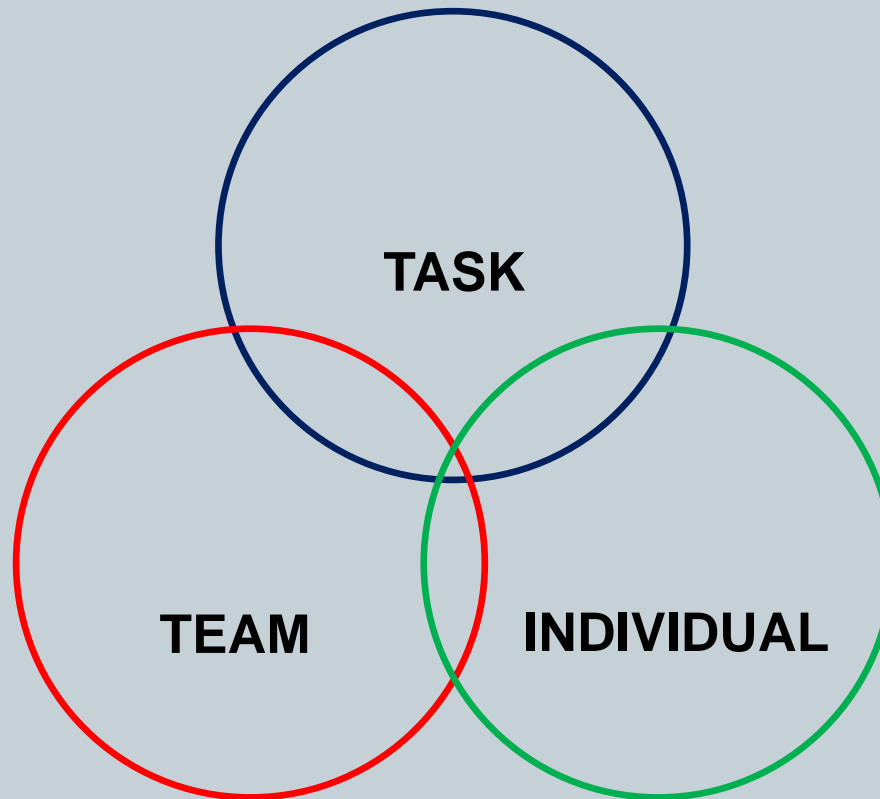


# Who You Are *versus* What You Do



John Adair

# Action-Centred Leadership

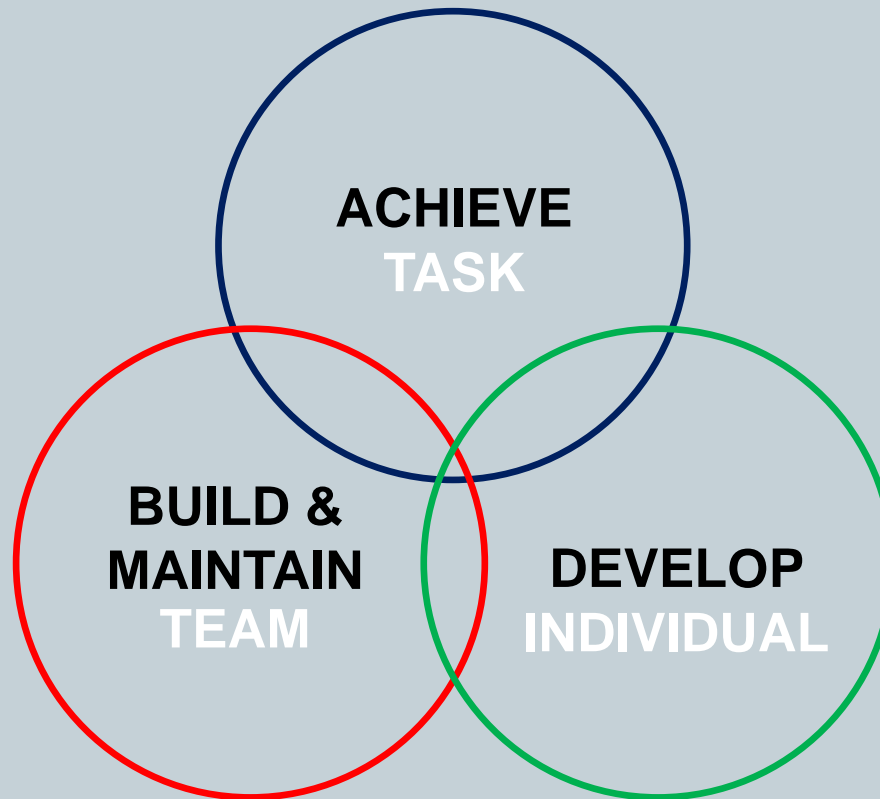




# Action-Centred Leadership



## The Functional Approach: Doing not Being



# What is Leadership (again)?



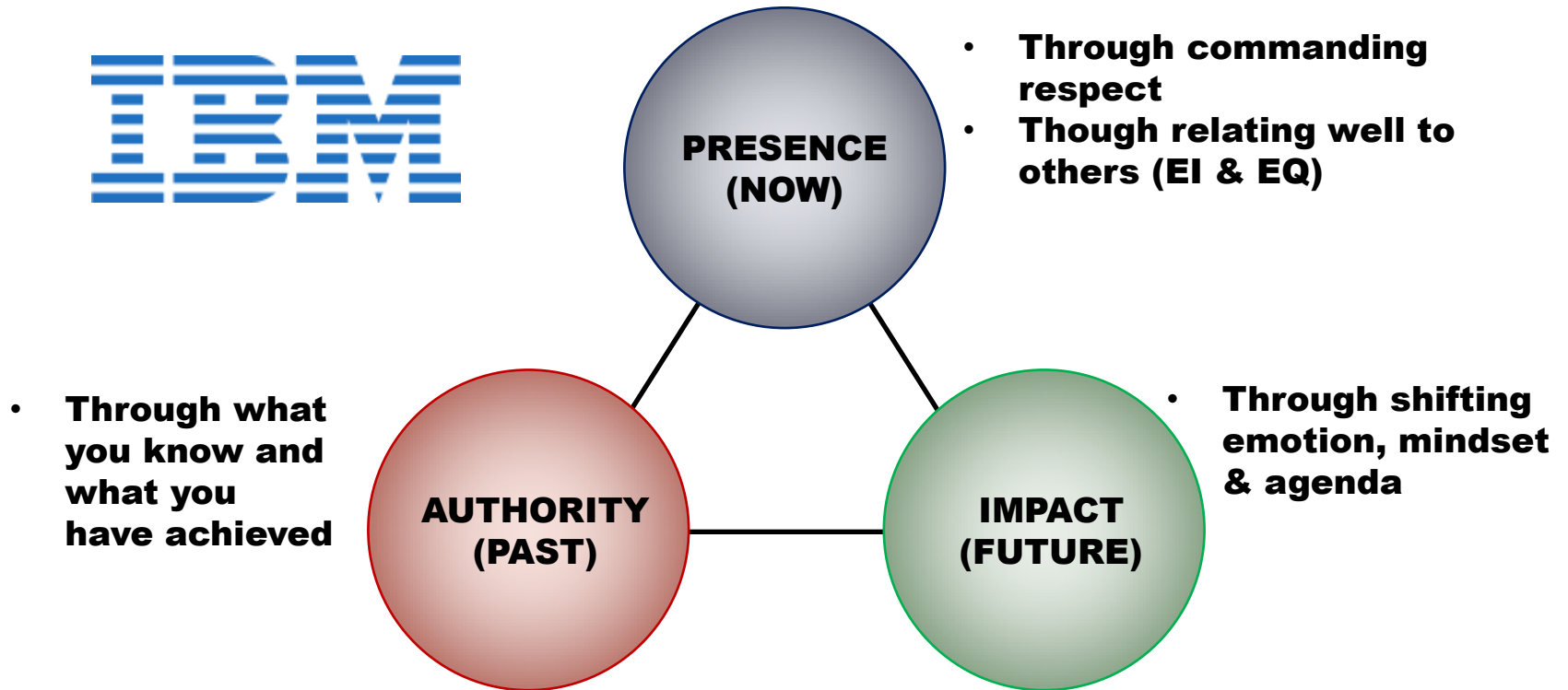
“You know what *makes* leadership? It is the ability to get people to do what they don’t want to do - and like it...”

Harry S Truman

# Aspects of Personal Power



## Authority – Presence – Impact



# Aspects of Personal Power: Development



## Authority – Presence – Impact

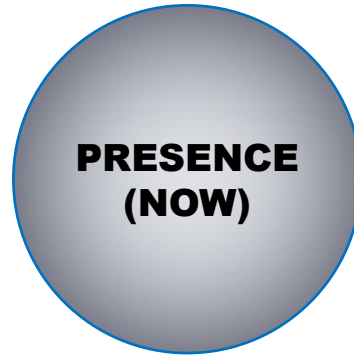


- Be confident about your experience
- Be clear about how your experience relates to the situation in hand
- Prepare a clear point of view

# Aspects of Personal Power: Development



**Authority – Presence – Impact**



- Develop active listening skills: sense then act
- Do not be afraid to ask questions or admit that you do not know answers to problems
- Share your feelings, hunches and concerns

# Aspects of Personal Power: Development



## Authority – Presence – Impact



- Help others to stand back and look at the situation objectively
- Be conscious of energy levels and know how and when to harness them
- Actively engage in discussion about the future



# The Magnificent Seven

- Integrity
- Vision
- Communication
- Decision Taking
- Innovation
- Humility
- Professional Knowledge & Competence



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# Towards Simplification? The US Army



- Integrity
- Humility

**BE**

- Professional Knowledge & Competence
- Innovation
- Vision

**KNOW**

- Decision Taking
- Communication

**DO**



# Who You Are *and* What You Do



**EXAMPLE**

**PERSUASION**

**COMPULSION**

**Most  
Effective**



**Least  
Sustainable**



Field Marshal the Viscount Slim

# Motivational Leadership: the Slim Way



**EXAMPLE**

**PERSUASION**

**COMPULSION**

**Most  
Effective**



**Least  
Sustainable**



**“Leadership is just plain you.”**

**Bill Slim**



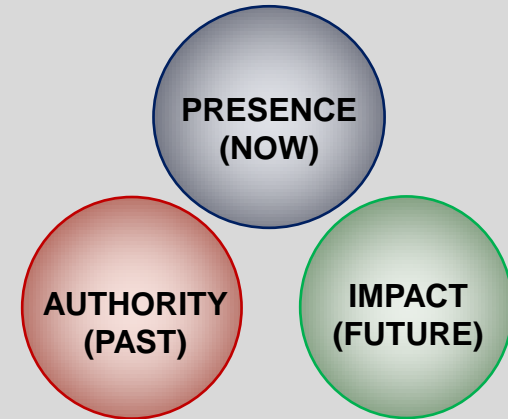
# Summary



## The Functional Approach: Doing not Being



## Personal Power: Authority – Presence – Impact

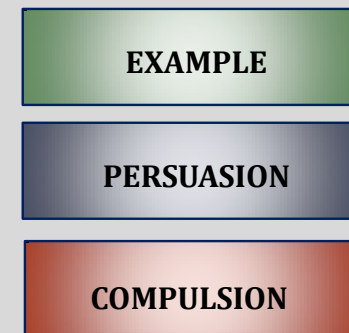


## The US Army: Be – Know - Do



**BE**  
**KNOW**  
**DO**

## Bill Slim



# Motivating Your Team



## Questions?

# Motivating Your Team



“It is amazing what you can accomplish if you do not care who gets the credit...”