





Project Management

Fundamentals

Managing Teams

Agenda

- Leadership Styles
- Team Dynamics
- Motivating Teams



Leadership Styles



Impactful Leader

Pick a Buddy.

Think of a Leader you find Impactful.

List down the reasons for the same.





Leadership Styles





Which Style is the Best?

Depends on your Team & the Situation!





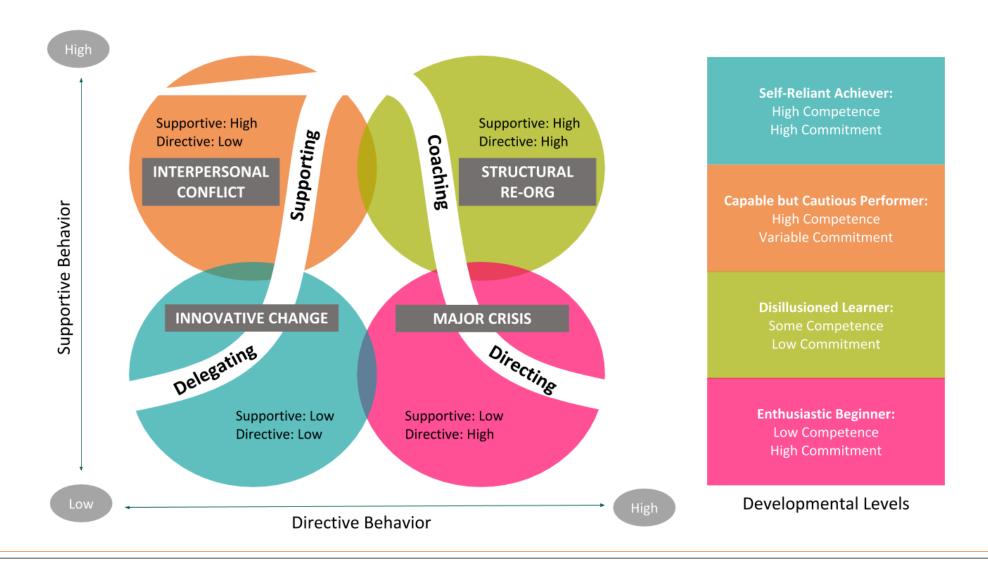
Which Style is the Best?

Depends on your Team & the Situation!





Summary





Team Dynamics



Building Bridges!

Requirement

The state or local transportation department needs a **new bridge design** and the group has been assigned the task.

The available materials are **newspaper and cello tape**.

The criteria to qualify for a **successful bridge** are that the bridge is:

- (1) Able to stand up on its own (cannot take support of any wall / structure)
- (2) Be wide enough at the base for a bowl of candy to slide through (like a boat going under a bridge)
- (3) Be strong enough to support a weight of the bowl of candy (like a car traveling over the bridge)



Building Bridges!

- What did you like most about this activity?
- What made the team successful?
- Describe the group dynamic.

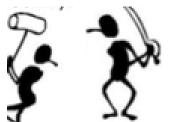


Team Dynamics









Storming

Norming



Open & trusting atmosphere

Performing

Recognizing each other's contributions

Adjourning

Become friends at work



Forming

Team acquaints and

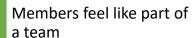
establishes ground rules

Formal communication

Members start communicating feelings

Still consider themselves as individuals rather than a team

Resist control by group



Realize that they can work together if they accept each other's viewpoints



Flexibility is key

Members are Complementing each other's strengths & weaknesses





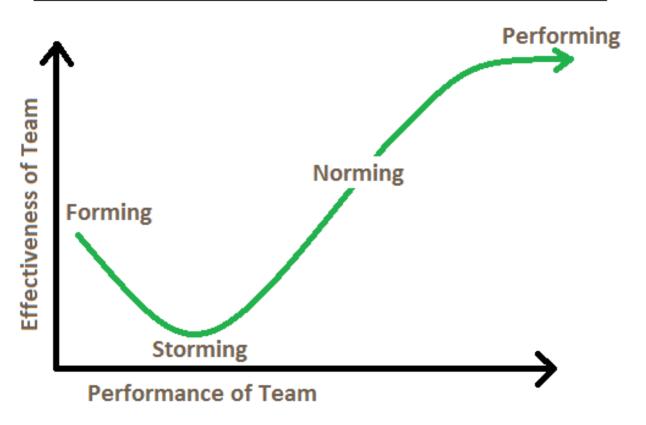




leaders

Summary

Tuckman's Team & Group Development Model





Motivating Team Members





Categorize the following into "Satisfy Me" or "Motivate Me"

WORK ENVIRONMENT













Categorize the following into "Satisfy Me" or "Motivate Me"













Herzberg's Theory



Hygiene Factors

- Job
- Salary
- Working Conditions
- Good managers

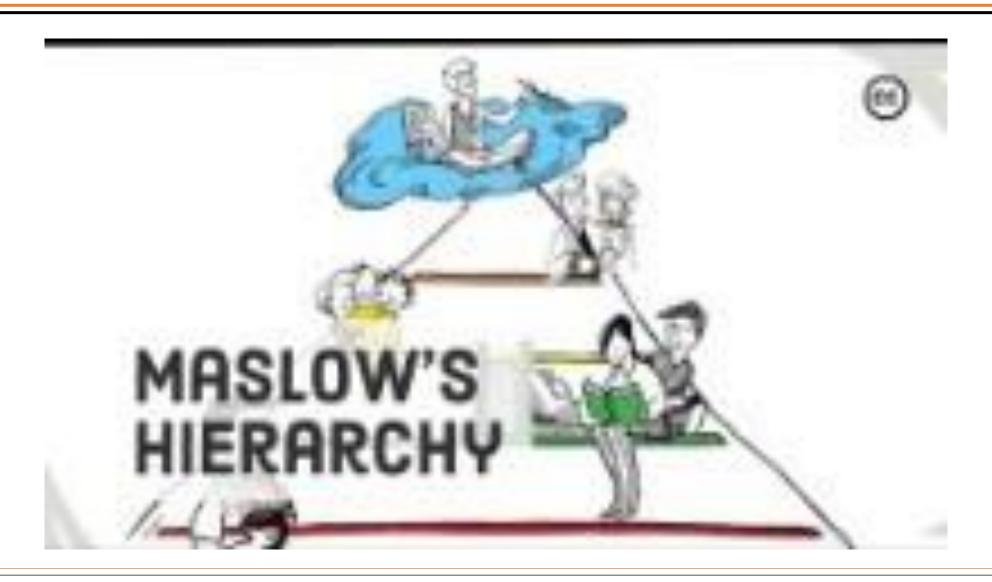
Motivators

- Achievement
- Recognition
- Opportunities
- Growth





Maslow's Hierarchy of Needs





Maslow's Hierarchy of Needs

Self-actualization

desire to become the most that one can be

Esteem

respect, self-esteem, status, recognition, strength, freedom

Love and belonging

friendship, intimacy, family, sense of connection

Safety needs

personal security, employment, resources, health, property

Physiological needs

air, water, food, shelter, sleep, clothing, reproduction



Let's Practice

Make a note of how you will use Maslow's Hierarchy of needs to motivate your team





Maslow's Hierarchy of Needs



- Comfortable
 working
 environment,
 breaks to eat,
 access to a
 restroom, and a
 place to get
 drinking water.
- A steady income to pay for food, clothing, a place to live, and other utilities.

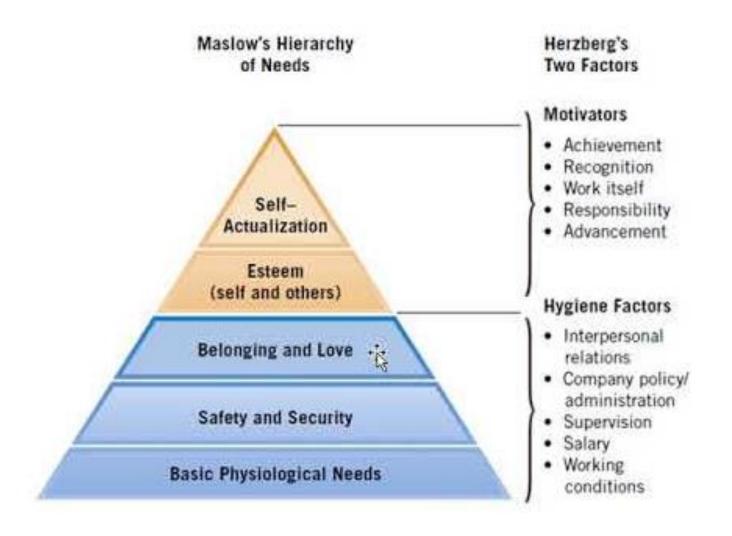
- Personal belongings should be safe and protected
- Securing the building to prevent external threats
- Emotionally safe and supported -Job Security

- Host team
 bonding & fun
 activities
- Offer more opportunities for relationshipbuilding outside the office
- celebrating anniversaries and birthdays
- Support their belief that they are contributing to a higher goal and that their contributions are valuable
- Regular recognition and appreciation

- Focus on the skills and abilities of employees;
- Have career discussions with workers
- Providing options like fast-track management programs



Maslow vs Herzberg





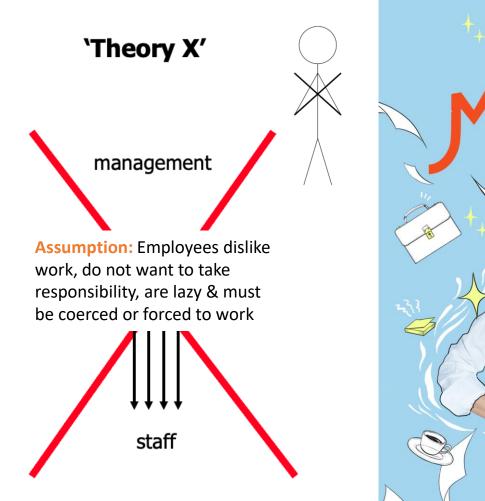
Good Manager

What is the definition of "Good Manager"?

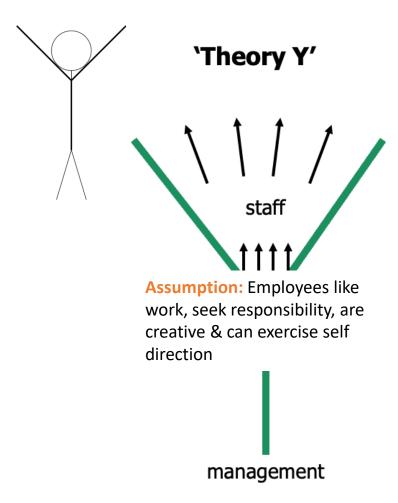




McGregor's Theory





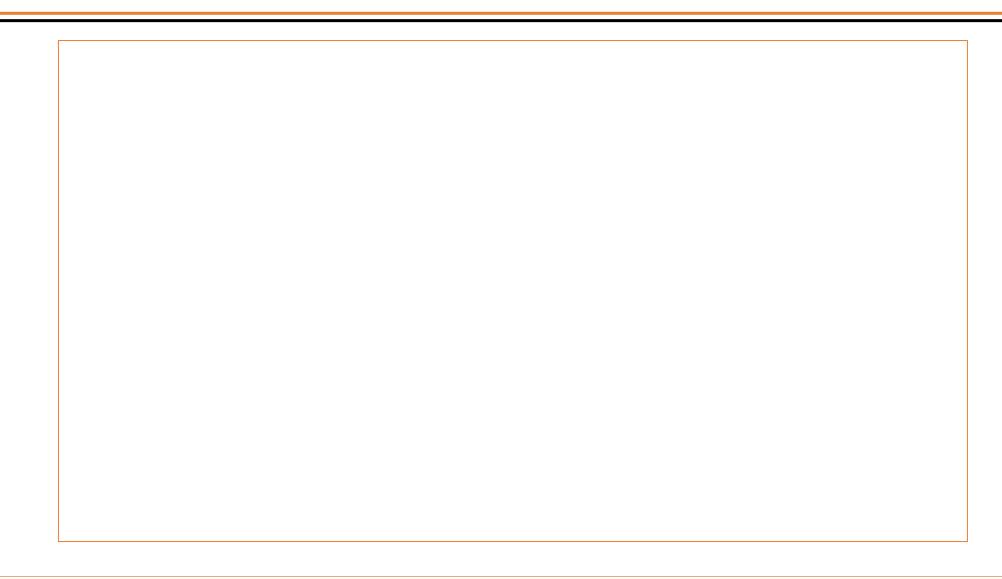




Managing Virtual Teams



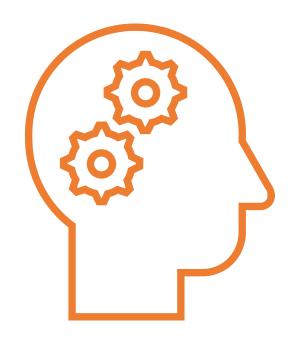
Managing Virtual Teams





Key Take-aways

Note down the top 3 Key
Take-aways for you from
this session





Thank You



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