

Team Management and Motivational Skills

Great things in business are never done by one person they are done by a team of people - Steve Jobs.

EPCH organised a seminar on Team Management and Motivational Skills at New Delhi on 21st June 2019. Mr Ravi K Passi, Chairman, EPCH; and COA Members, EPCH- Mr. Lekhraj Maheshwari and Mr. Prince Malik were present on the occasion along with 45 member exporters of the Council. Guest faculty, Ms. Radhika Khanna kept the audience engrossed with her presentation on the topic. Excerpts follow:

One of the most valuable skills you can have, as an entrepreneur, is the ability to engage and challenge the people you employ. When you hire the right team and manage them well, the result is a workforce characterised by outstanding performance and growth. On the other hand, failure to motivate your employees can lead to unwelcome turnover and generally lead your business in a state of flux and chaos.

When employees are respected and recognised for the talents and skills they bring to the business, it has a motivating effect on other employees which can be contagious and encourage them. As a result, everyone wants to pitch in, the team comes together and leads to cohesion of the team. Everyone starts to work as a team.

Trust, which is the bedrock of any relationship, is imperative for any team to function as a Team. Any team would fail to achieve a common goal if the Trust, Innovation and Interpersonal Interaction is missing amongst the team members. Here the leader of a team plays a crucial role in dividing the roles and responsibilities of each member and clarifying the shared responsibilities as well. Focus needs to be only on achieving the goal. The core values of the team need to be stressed upon and adherence to the same, imperative.



Guest faculty, Ms. Radhika Khanna seen addressing the gathering in the presence of Mr Ravi K Passi, Chairman, EPCH; and COA Member, EPCH- Mr. Lekhraj Maheshwari

5 main factors are responsible for the successful performance of any team and they are - S.C.O.R.E i.e. Strategy, Clear roles and Responsibility, Open Communication, Rapid Response and Effective Leadership. A goal cannot be achieved only by following the problem solving process, there needs to be interaction, strategising, bringing alternatives on the table and after a lot of brainstorming only can a goal be accomplished.

The key to success and growth of any enterprise lies solely on the Collaboration and Motivation of the employees.

Hire team players

Now a days in any industry being a team player is imperative for sustaining a great team who pitch in ideas, innovations, expertise as industries cannot be either a one man show or run by everyone performing their roles individually. Brainstorming together, is a quintessential part for achievement of any common goal. Be empathetic. Make sure you give a constructive feedback everytime . Let the team mates know they need to hold enough empathy towards each other on resolving conflicts. In Indira Nooyi , CEO of Pepsi Co. words, "no matter how smart the strategy, success or failure usually comes down to one thing: the Team. In everything you do find teammates who can help execute your vision and empower them to succeed".

Motivate by providing trainings

Receiving training through the company can be very powerful in motivating them to excel. It will help sustain employees who are willing to work and grow and become experts in their field. It will ignite a spark in them. As regular trainings assures growth through skill set. The company grows as well as an individual employee. Dual benefit. Teams need to align its skillset to keep pace to achieve success.

Choose a team leader who is self - motivated

Self Motivation is the ability to motivate one self, to find a reason and the necessary strength to do something, without the need of being influenced to do so by another person. Someone who is self- motivated will have an everlasting effect on other members and will be a driving force

as he will have the fire within him to achieve and succeed. He will be a motivating force, encouraging the other members and will lead by example. Once the team leader is self motivated and driven, others in the team will follow and will be motivated too ,to achieve the biggest of goals at the right time and there will be balanced participation of every team member.

Help them make short term goals to start with

If long terms goals are made and cannot be achieved by an employee ,it can demotivate them. Making short term goals and achieving them will motivate them to excel.

Motivate

Motivate them to think out of the box and not be imprisoned by the idea of just a 9 to 5 job. Each day should refresh them to think and grow a step . Team mates need to meet outside the work place and hold discussion twice a month on all the ideas and strategies each one holds. Be a good listener. Encourage them to share ideas and innovations, in Steve Job's words "the best of ideas have to win otherwise good people don't stay". A pat on the back can be very encouraging. Let them know their hard work will be recognised.

Share success with the team

Do not take the onus of any success only on yourself. It can be very demotivating if it's so. Shared success works magic for them as a team and encourages them to participate individually and bring their A strategies on the table which will help in achieving team goals. You don't build a business, you build people and then those people build your business -Zig Ziglar. ■