How To Motivate People
Awaken The Leader Within You

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“Even if you’re on the right track, you’ll get run over if you just sit there.”

-Will Rogers
I Believe through Leadership...

- We can have the most **engaged workforce**!
- We can have the most **empowered workforce**!
- A workforce **accepting** to new challenges and processes!
- A work force where everybody is performing at their **top potential** everyday!
- A workforce that **values** each other and willing to go the **extra mile** for each other and the company!

Do you believe?
If yes...

You're willing to learn concepts that will help you be a better Leader and person of influence!

Make a better You!
Welcome Great Leaders!

• Stand and greet two people and say…

• “You’re a Leader and You can make a Difference!”
The Leadership Struggle

How am I supposed to appear before people?
Introduction

- I am extremely proud to be able to speak with you today!
- Being a Leader is a Huge Job with Huge Responsibilities!
- We hold peoples lives/futures in our hands!
- Each one of you brings a different leadership style to the table!
- We need your leadership skills to succeed!
- We need you to be the best leader you can be!
Team Building

- When I look around the room, I see Greatness!
- When I look around the room, I see Winners!
- I see some of the Most Talented leaders that I have ever met!
- I see Great Potential in all of you!
- You are a part of something Great!
- You’re part of WIN Leadership Team 😊!!!
To Be A Great Leader, You Must Feel Good About Yourself!

- You must feel good about yourself and your accomplishments in order to feel good about people and build people up!
- Have an outside life where you can gain achievements in many areas.
- Don’t measure your self worth by accomplishments at work only
- No one can make me feel bad about myself without my permission

~ Lou Holtz, Do Right Video
We Own Improvement!

- You get what you tolerate.
- Step up your leadership style.
- Raise your standards.
- Raise your expectations.
You’re the Silver Bullet

• You’re the Secret ingredient!
  • Kung Fu Panda

• If you believe............. it’s possible
Why are you Great People?

- I see people who have been married for long periods of time.
- I see people who have raised, or in the process, of raising children.
- I see people who work in their communities.
Why are you Great People?

- I see people who coach teams.
- I see people who work on school committees.
- I see people who work on church boards.
- I see people who have great hobbies.
- I see people who can and will make their company great.
Winner Definition

- Being the best person that you can be
- Being a good spouse
- Being a good parent
- Giving back to the community
- Treating all with respect
- Doing your part to help build a better team
- Going the extra mile for team members
1997 USA International Dragon Boat Festival
Requirements to get to the next level...

- Passion
- Care
- Leadership
- Drive
- Truth
- Courage
- Belief
We are all leaders!!!
Somebody saw something in us that made us stand out from the rest

Leaders are:

Able to influence the actions and opinions of others in a desired direction, exhibit judgment in leading others to worthwhile objectives, able to assume a role of authority as necessary; advocate new ideas, even when risk is involved; delegate responsibility and empower associates to make decisions; provide constructive feedback to others, and be an example for someone to emulate.
Leadership 101

- People achieve high levels of performance based largely on the encouragement and reinforcement received by leaders and peers. (Human Performance; James Reason)
- People work best for those who make them feel good about themselves (John Maxwell)
- You have to create an encouraging culture where the focus is:
  - Love
  - Trust
  - Commitment
  - Belief ("Do Right" Video; Lou Holt)
Servant Leader

As leaders, we cannot change people.

- People change themselves through knowledge, encouragement, motivation, belief in themselves, engagement, nurturing, building on strengths, listening, understanding, and empowering.
To Lead Others, One Must Serve Others...

Attitude of a servant leader:

- Placing others’ needs before one’s own.
- Committing oneself to doing concrete things to meet the needs of others.
- Give with no strings attached.
- The true leader seeks to achieve great goals more than great personal gain.

Rather than being intimidated by his followers’ potential, he rejoices in their growth, development, and achievements.
How to Engage People

Communicate:

- Your Leadership style
- What’s important to you/your motives
- What you want/need from the team
- What the team can expect from you
- What culture you want
- Your vision
- Your plan to get there, a starting point
- How the team needs to work together in order to achieve the goals
- Your strengths and weakness
Become a Nurturing Leader
John Maxwell

- Have a genuine concern for others.
- People are influenced most by those who make them feel the best about themselves.
- Most people will do nearly anything for you if you treat them respectfully.
- It’s difficult for people to follow someone who doesn’t appreciate them for who they are and what they do.
- Interact with people, remember names, take time to show you care, make people a priority in your life, give recognition at every opportunity.
- Few things help a person the way encouragement does “oxygen to the soul.”
Become a Nurturing Leader

- Be opened-minded, put yourself in their place.
- Understand people.
- Do things that make people feel included and valued.
- “Treat a person as they appear to be and you make them worse. But treat a person as if they already were what they potentially could be, and you make them what they should be.”
- Give with no strings attached.
- People rise or fall to meet the expectations of those closest to them. Give people your trust and hope and they will do everything they can to keep from letting you down.
Help People to Believe in Themselves

John Maxwell

- Most people don’t believe in themselves
- People feel isolated
- People have been put down
- Some have no one who believes in them
- When you believe in people they do the impossible.
- Your goal is not to get people to think more highly of you, but to think more highly of themselves – Have faith in them!
- When you have faith in others you give them an incredible gift. People become confident, energized and self-reliant. They become motivated to acquire what they need to succeed.
Believe in Them before They Succeed
John Maxwell

- Start off right. Believing in people before they have proven themselves is the key to motivating people to reach their full potential.
- Every person has seeds of greatness within, even though they may currently be dormant. But when you believe in people, you water the seeds and give them the chance to grow. Every time you put faith in them, you’re giving life-sustaining water, warmth, food and light. If you continue to give encouragement, these people will bloom in time.
Emphasize Their Strengths

John Maxwell

- Find a strength, point it out and use your interaction as an opportunity to express confidence in the person.
- The best way to show people your faith in them and motivate them is to focus your attention on their strengths.
- By emphasizing people’s strengths, you’re helping them believe that they possess what they need to succeed.
Instill Confidence when they Fail

John Maxwell

- Help others over come defeat - let them tell you the whole story, then let them know that you value them and still believe in them.

- Share your past troubles and traumas, people find comfort knowing they are not the only ones who have suffered defeat.
Defeat is not the worst of failures. Not to have tried is the true failure.

- Vince Lombardi
Experience some Wins Together

John Maxwell

- To really become motivated to succeed, people need to believe they can win.
- Winning is motivating - If you have the will to win, you have achieved half your success; if you don’t, you have achieved your failure – give people reasons to believe they will succeed and they will sense victory. This is when incredible things begin to happen.
Experience some Wins Together

When people sense victory
- They sacrifice to succeed
- They look for ways to win
- They become energized
- They follow the game plan
- They help other team members

When people sense defeat
- They give as little as possible
- They look for excuses
- They become tired
- They forsake the game plan
- They hurt others

To help people believe they can achieve, put them in a position to experience small successes. Encourage them to perform tasks or take on responsibilities you know they can handle – and help them succeed!
Visualize their future success

John Maxwell

The winning edge is all in the attitude, not aptitude. Attitude is the criterion for success. As people’s attitudes change from doubt to confidence and their ability to succeed and reach their potential is within their grasp - everything in their lives changes for the better.
Listening

- A mistake that people often make in communicating is trying very hard to impress the other person. They try to make themselves appear smart or witty.
- Be focused on what people have to offer. Be impressed and interested, every person is your supervisor.
Understand People

What most people really want is to be listened to, respected and understood. The moment people see they are being understood, they become more motivated to understand your point of view.
Communication

Being genuine is the single most important factor when communicating with others whether one-on-one or before large audiences. No amount of knowledge, technique or quick wittedness can substitute for honesty and the genuine desire to help others.
Empowering People

Empowering is giving your influence to others for the purpose of personal and organizational growth, it is sharing yourself—your influence, position, power and opportunities with others with the purpose of investing in their lives so that they can function at their best.

- Relationship – cause people to want to be with you
- Respect – causes people to want to be empowered by you
- Commitment – to the success of people
Behaviors that can no longer be tolerated because they destroy team performance...

- **Complainers** - a person who offers no solutions, just complaints
- **Negative attitudes** - always down, always identifying the worse in a situation
- **Straight shooters** - knows everybody’s faults but have none of their own. Never can take it as straight as they give it, tough guy
- **Bullies** - put everybody's ideas down, disrespects team, devalues people’s opinion, intimidates
- **Teasers** - makes personal attacks a joke, racial, womanizing, hurt teams feeling
- **Self-proclaimed spokesperson** - one who uses the team to forward their own agenda
Friday Night Lights
Being Perfect

- Not about the scoreboard
- Not about winning
- It’s about you and your relationship with yourself, your family and your friends
- When you can look your friends in the eye and know you didn’t let them down because you told them the truth, the truth is that you did everything you could, there wasn’t one more thing you could have done
- Can you live in that moment with clear eyes and joy in your heart?
Whether you think you can, or whether you think you can’t...

You’re right!

Henry Ford
Day of Choices

You have to decide what type of leader you want to be –

- The kind that builds up
- Or
- The kind that tears down
In Closing

I believe the people sitting in this room today can improve the abilities of their work team by being the best leader they can be.

The challenge,
- Will you use the knowledge you have gained here to improve.

Thanks for having me!