



January 2013

# Inspiring a Team

- What is high performance?
- When are you at your best?
- How can you create a high performance environment for your team?

# Team Attributes



# Team Attributes

1. Was that a High Performing Team?
2. What are the attributes of a HPT?
3. What does a HPT do that is different?

# Inspirational Leaders

# The Inspirational Leadership Programme

[www.inspiredleadership.org.uk](http://www.inspiredleadership.org.uk)

Insight into action tool

1. Personality

2. Outlook

# What makes for inspirational leaders?

## Their Personality

Honest

Confident

Committed

Open

Demanding

Focussed

Courageous

Respectful

Reflective

Non-Jargony

Vulnerable

Humble

Energised

Curious

Relentless

Passionate



# What makes for inspirational leaders?

## A Novel Outlook

 Look Laterally

 Bend Rules

 Love Pressure

 Rate Attitude

 Take Risks

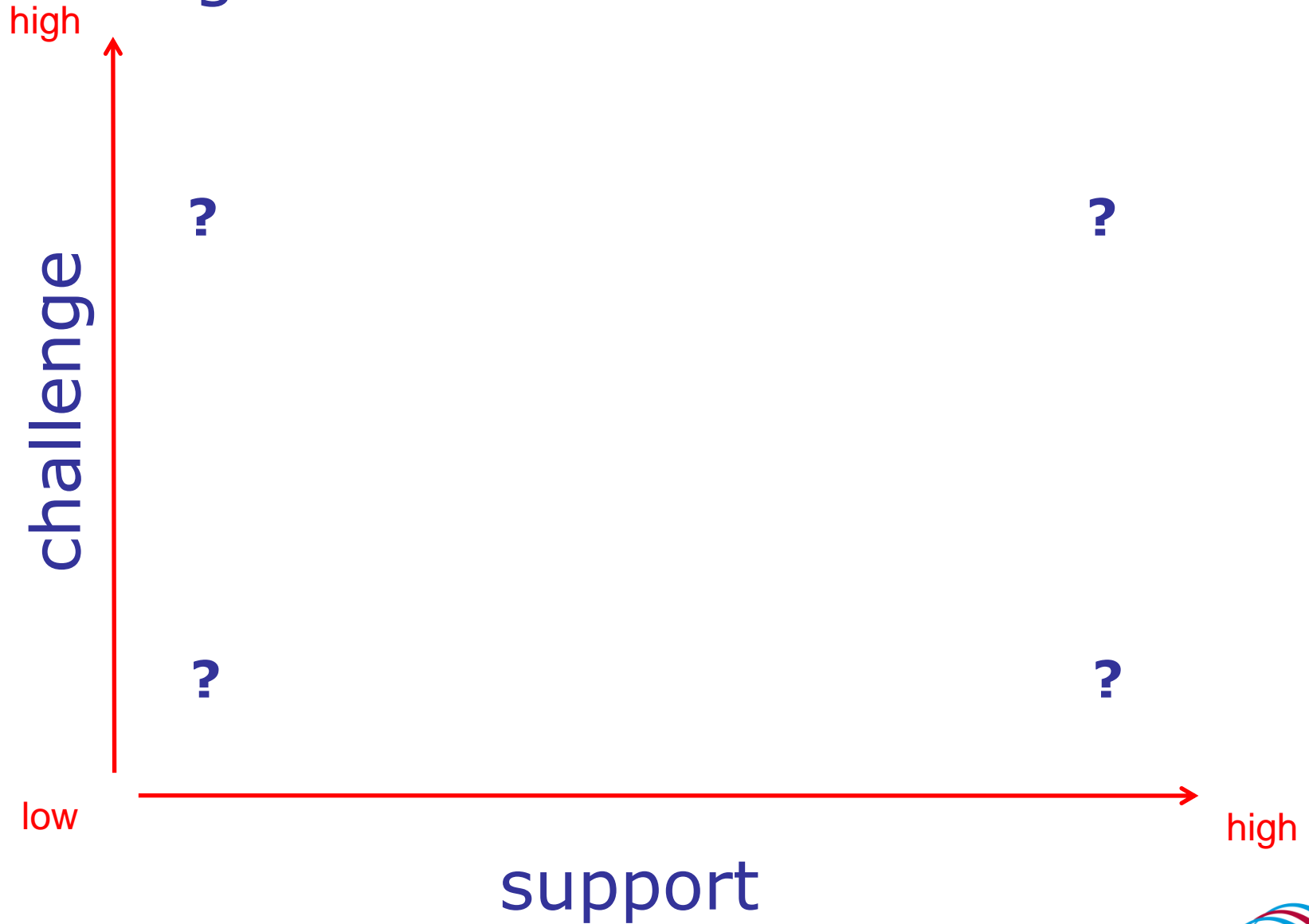
 Highly Accessible

 Strongly Visionary

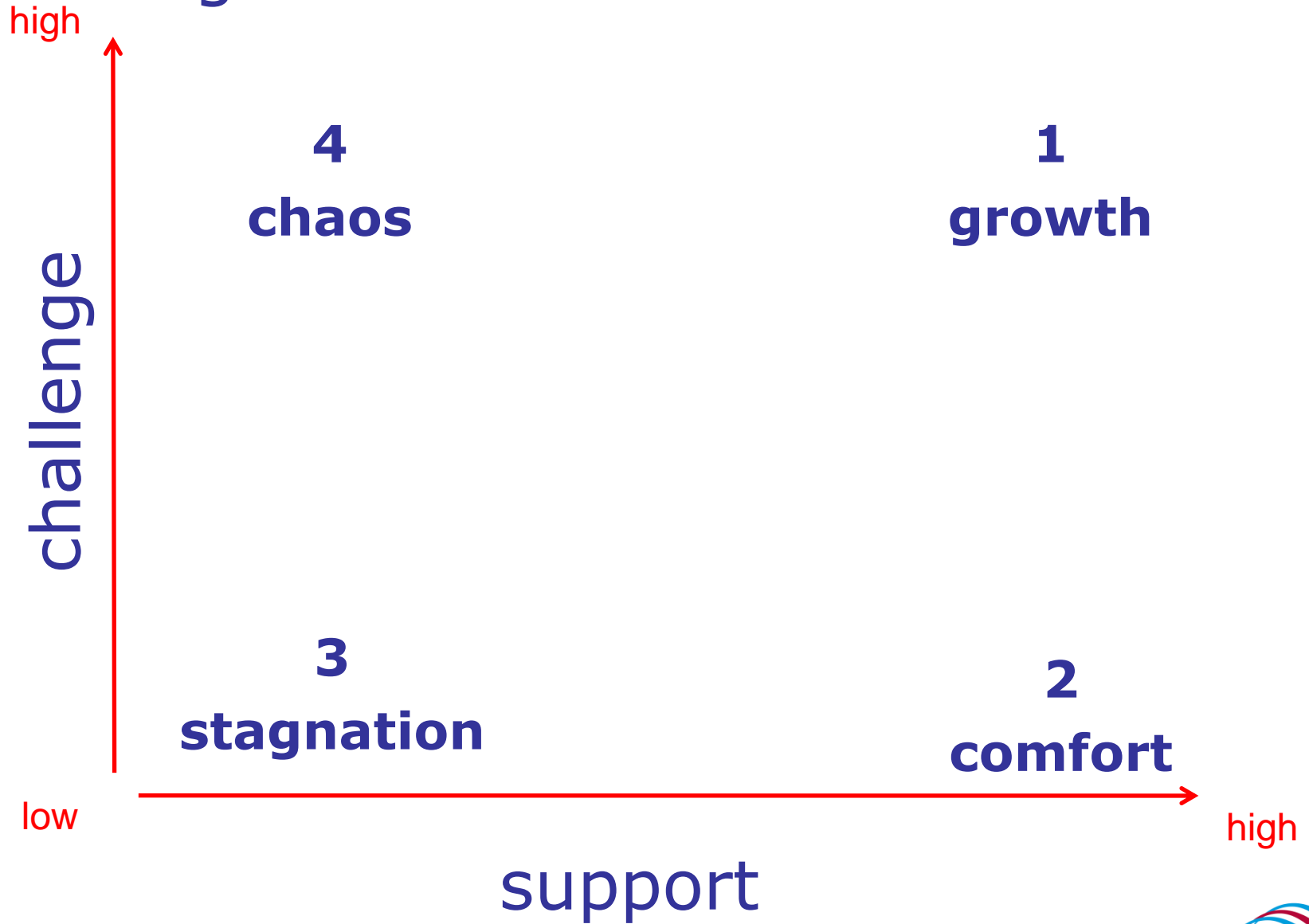
 Customer Obsessed

# Environment

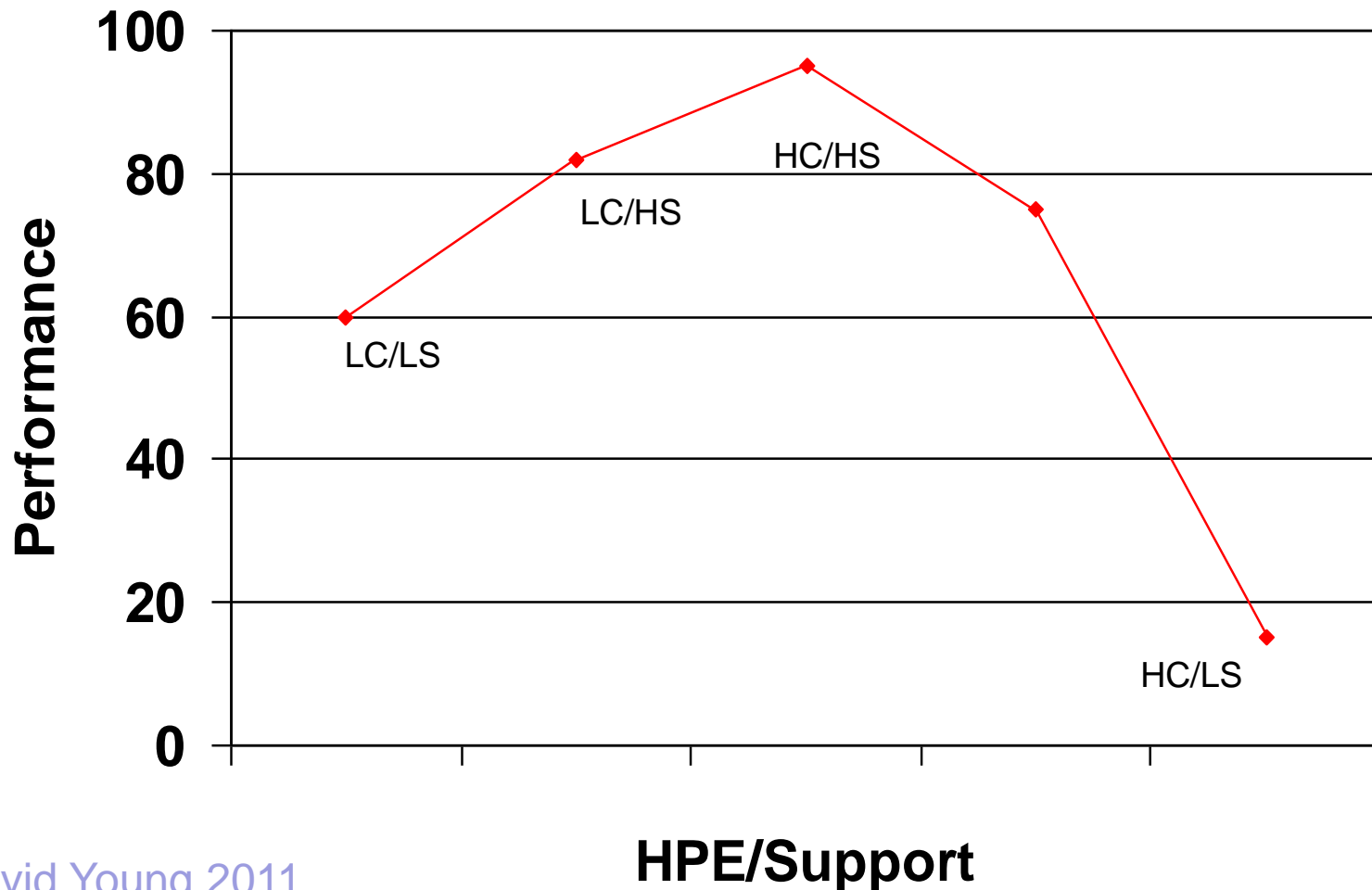
# High Performance Environment



# High Performance Environment



# The Relationship between Support and Challenge



# Motivation



# MOTIVATION

If a nice picture and cute saying are all it takes to motivate you, then you probably have an easy job. The sort robots will be doing soon.

What do **you** need to be  
100% motivated?



# Motivation theories

JP Raffini

Autonomy  
Belonging  
Competence  
-----  
Self-esteem  
Relatedness  
Involvement  
Enjoyment

John Keller

Attention  
Relevance  
Confidence  
Satisfaction

# Self-Determination Theory

Pure External Motivation

Pure Internal Motivation

Non Self-determination

Limited  
Self-determination

Moderate  
Self-determination

Complete  
Self-determination

Behaviour regulated  
by externally controlled  
reward or punishment

Behaviour regulated  
by internally controlled  
reward or punishment

Behaviour regulated by  
the personal value  
attached to engaging  
in the task

Value and Consequence  
totally integrated

Low

Maintenance Over Time

High

Greater:  
Interest  
Persistence  
Creativity  
Vitality  
Well-being  
Performance

# Conflict

THE CONFLICT SCALE

open  
honest  
competitive  
contributing  
connecting  
belonging



**CONFLICT**  
in-fighting  
bickering  
self-interest  
blocking  
aggressive  
unhelpful

**AVOIDING CONFLICT**  
interfering  
insincere  
no interest  
sniping  
separatist  
unwilling

PERFORMANCE IMPROVERS  
Agreed company values  
Having difficult conversations  
Building rapport  
Active listening  
Knowing what motivates people

# Individual Attributes

# Rate yourself



- Self Motivation
- Ability to motivate others
- Dealing with conflict
- A high performance environment

# Finally...

- What would make that a 10?
- What extra resource do you need?
- What one thing will you do to make a difference?



# wctd limited

coaching, training and development

## ACCREDITED PERFORMANCE COACHING

- Raise awareness
- Take responsibility
- Improve performance

## TRAINING

- The Transformational Management Programme
- The Transformational Sport Programme

## DEVELOPMENT

- Grant funding assistance
- Club development plans
- Workforce development

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**EMCC**

European Mentoring &  
Coaching Council





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