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Motivation: How to Increase Project Team Performance

Tonya M. Peterson, Kohl's Corporation

ABSTRACT

Stimulating team member performance requires a project manager to harvests many different interpersonal skills. The level of or-thusiasm applied toward project efforts has a direct impact on the project enable. Because motivation can impact, encourage, and stimulate individuals to achieve common goals through the amongs, it is in the poject manager's best interest to drive toward project success through the cention and mainten ance of a motivating environment for all members of the trans.

KEYWORDS: team performance; project success; motivation

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INTRODUCTION =

ortivation can inspire, encourage, and stimulate individuals and project teams to achieve great accomplishments. Metivation can also create an environment that fosters teamwork and collective initiatives to reach common goals or objectives. The level of motivation an individual and/or team applies to project efforts can affect all aspects of project results, including a direct impact to the triple comstraint project success factors (i.e., on time, within budget, high quality, met scope/ customer expectations). Knowing this, it is in the project manager's best interest to understand the reason for demotivation in order to achieve project success through the creation and maintenance of a motivating environment for all mormbers of the team.

The book Examinist of Supervision defines management as "achieving results through others" (Simpson. Gould, Hardy, & Lindahl, 1991, p. St. Stimulating team member performance requires a project manager to harness many different interpersonal skills, including good communication and the ability to train-others, make decisions, lead by example, and create a positive, motivational environment by understanding and associating with the key components of motivation. Unlike most tangible project management functions, motivation is not designated by the project manager to a team member; instead, motivation is internal to each team member and derived from a team member's desire to achieve a goal, accomplish a task, or work toward expectations. Motivation can be considered the conduit of ambition applied to the desired accompilish ment.

just as some teams are stimulated to achieve great success throughout all project efforts and assignments, other project teams may remain uninspired and shuffle meekly, quietly, and unpretentiously toward project completion. With this in mind, there are two opposing questions that have often been mised when reviewing drivers and motivators of individual and team performance. These resounding questions are "Can a project manager motivate others to perform?" or it is more accumic to ask "Horicot the project manager create an environment conductive to outstanding team synergy and peak individual performance?" (Scholtes, 1998). The subsequent research provides the answer to these questions as well as a further exploration of motivational approaches a project manager can apply to the project team environment.

Motivational Theories

McGregor's Theory X and Theory Y

McGregor's Theory X and Theory Y motivational approach identifies polar differences in subordinates. Theory X team members are classified as individuals who require constant attention, do not want to work, need punishment to achieve desired effort, and avoid added responsibilities. In contrast, Theory Y individuals are classified as team members who want to work, find the job satisfying, are willing to participate, do not require a controlling



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Motivation How To Increase Project Team Performance:

Unveiling the Magic of Words: A Overview of "Motivation How To Increase Project Team Performance"

In a global defined by information and interconnectivity, the enchanting power of words has acquired unparalleled significance. Their ability to kindle emotions, provoke contemplation, and ignite transformative change is really awe-inspiring. Enter the realm of "Motivation How To Increase Project Team Performance," a mesmerizing literary masterpiece penned by a distinguished author, guiding readers on a profound journey to unravel the secrets and potential hidden within every word. In this critique, we shall delve in to the book is central themes, examine its distinctive writing style, and assess its profound effect on the souls of its readers.

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