



# Motivate Your Organization Now!

Joe McAtee, P.E.  
Executive Vice President  
Urban Engineers, Inc.

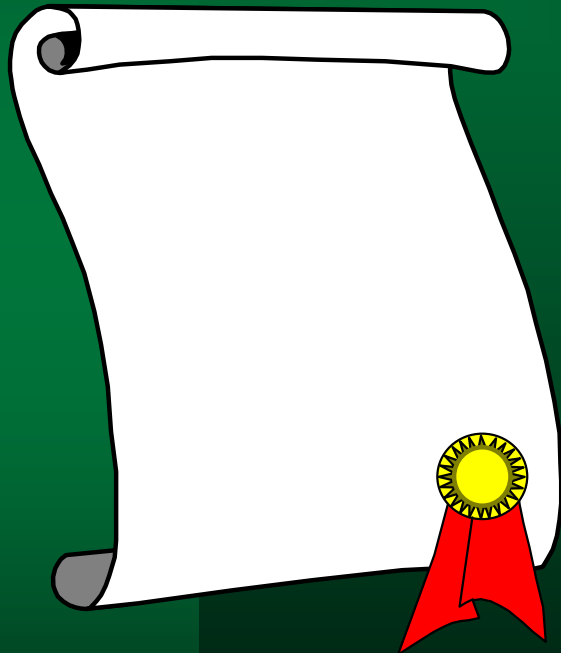
*Drexel University, Oct. 21, 2004*

# How to Motivate Your Organization....Now!

- ◆ **Learn Ways to Improve Your Student Organization, Reduce Apathy, Get people Moving.**
- ◆ **Identify Key Motivational Strategies Necessary for Any Group's Success**



# Urban's Mission: Remember It !



“ We will strive to be our client’s  
**First Choice** through planning,  
engineering, and management  
excellence.”



# Define the Topics: Motivation & Teams



- ◆ What do You Think the Meaning Is?
- ◆ What Motivates You?
- ◆ What Do You Think the Top Motivators Are?



# Definitions:

- ◆ Motivation: A Reason for Doing
- ◆ Team: People Playing Together

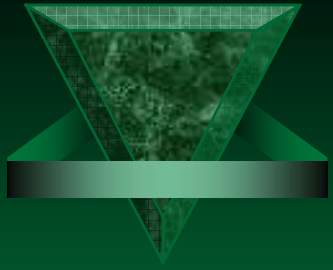




# Top Motivators

- ◆ Team Needs Support
- ◆ Creating
- ◆ Learning
- ◆ Appreciation
- ◆ Fear
- ◆ Fun
- ◆ Contribution
- ◆ Benefits
- ◆ Challenges
- ◆ Survival
- ◆ Recognition
- ◆ Money





# The Team: A Management Tool

- ◆ Staff Ownership of Issue
- ◆ Creating the 'We' Culture
- ◆ Provides Identity, Pride, Purpose & Sense of Contribution
- ◆ Creates Synergy
- ◆ Generates Accountability





# Motivating the Team



- ◆ Identify the Challenge
- ◆ Use Volunteers
- ◆ Clearly State Benefits
- ◆ Joint Plan of Action
- ◆ Publicize the ‘Team’
- ◆ Periodic Updates



# The Human Variable



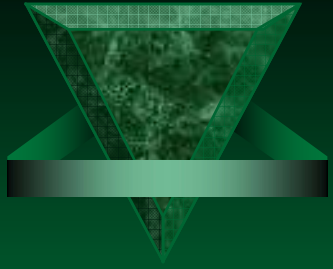
- ◆ What Kind of People Do You Have to Deal With?
- ◆ What Kind of Person Am I?
- ◆ How Do You Spot Different Types?



# The Human Variable

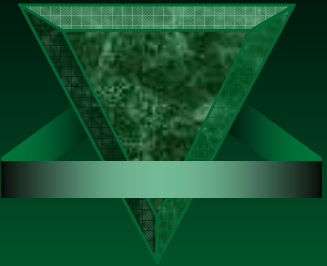
- ◆ Dominance
- ◆ Influence
- ◆ Steadiness
- ◆ Conscientiousness





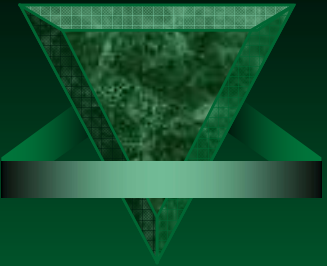
**Dominance:** Emphasis is on shaping the environment by overcoming opposition to accomplish results





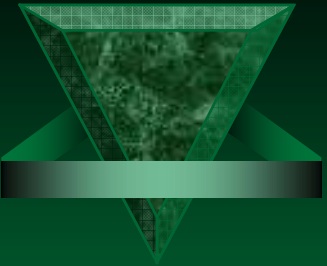
**Influence:** Emphasis is on shaping the environment by influencing or persuading others





**Steadiness:** Emphasis is on cooperating with others to carry out the task





**Conscientiousness:** Emphasis is on working conscientiously within existing circumstances to ensure quality and accuracy





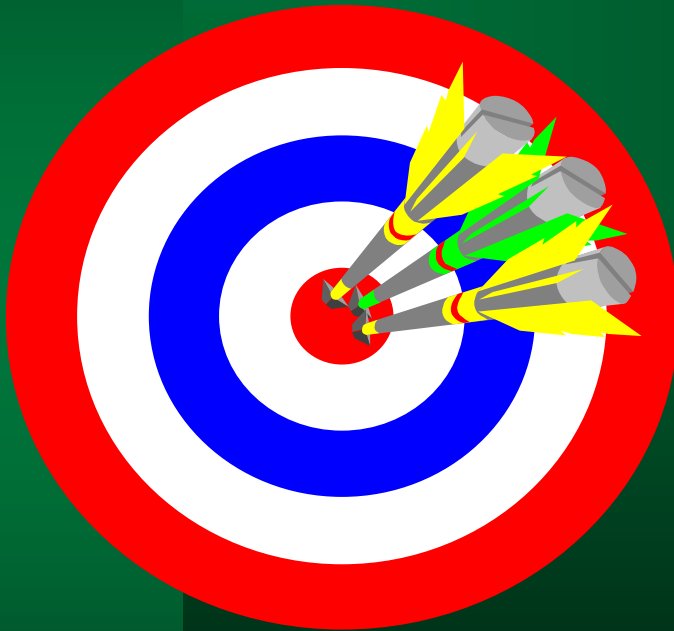
# Why Is Motivation Important?

- ◆ Provides Positive Outcomes
- ◆ Assures Vitality of Ideas & Activity





# Experiences with Motivation



- ◆ The Web Site Development
- ◆ The 'Big' Proposal
- ◆ The 401K Plan





# Initiate a Project/Challenge

- ◆ Roles
- ◆ Leader(s)?
- ◆ Expectations
- ◆ Team Identification
- ◆ Organization - Who is Who?
- ◆ Dealing With Change
- ◆ Handling Outside Inputs
- ◆ Knowledge of T,C,Q
- ◆ Bonding, Partnering
- ◆ Executing & Keeping Team involved
- ◆ Disputes, Changed Conditions, Direction
- ◆ Updates
- ◆ Executive Oversight
- ◆ Delivery
- ◆ Follow-Up





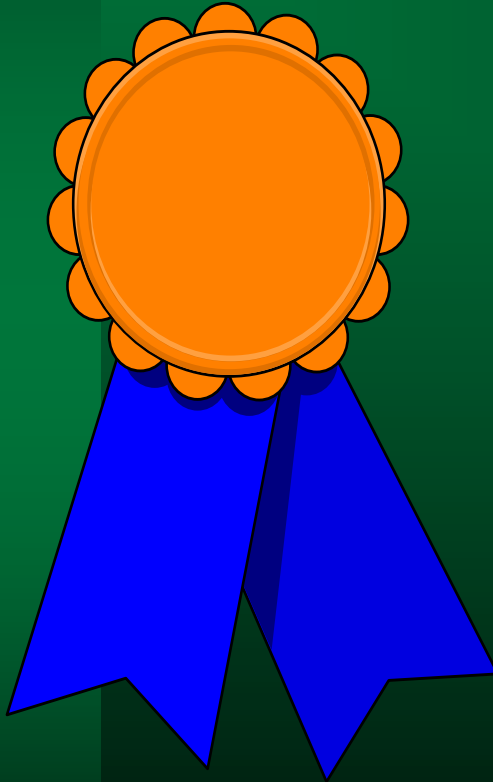
# Highly Effective Teams

- ◆ Are democratic in planning stage
- ◆ Recognize each other's strengths
- ◆ Try to compensate for another's errors
- ◆ Are less democratic in execution
- ◆ Don't put down teammates
- ◆ Make sacrifices to accomplish the goal
- ◆ Care for both group and individual's success





# So Motivate Your Team!



- ◆ Throw Down a Challenge
- ◆ Make it Fun
- ◆ Create a Sense of Contribution
- ◆ Find a Way to Recognize the Team
- ◆ Make Delivery an Achievement!

