





Laura Davis, SPHR, SHRM-SCP T-Bones Conference October 30th, 2020



Bad News

- Revenue Down
- Budgets stretched thin
- Stress Soaring
- Motivation waning

Good News

• Opportunity to for YOU & YOUR TEAM to deliver under pressure

Best News

• IT DOESN'T HAVE TO COST A DIME!

Selfactualization

Esteem

Love and belonging

Safety needs

Physiological needs



EPIC MOTIVATOR #1 Sense of Belonging



- ➤ Set team goals
- ➤ Hold group activities
- Ensure every voice is heard



EPIC MOTIVATOR #2 Trust

- Transparency, even the bad news
- ➤ Don't let poor performers slide
- ➤ Avoid the blame game



Epic Motivator #3 **EMPOWERMENT**

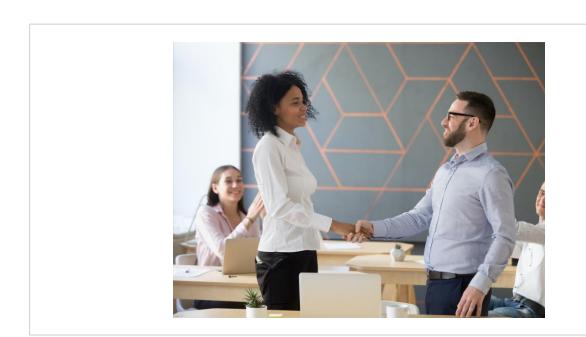
- Focus on the result, not the process
- ➤ Support problem solving
- ➤ Involve in decision making



- Provide real feedback
- Delegate responsibility
- Encourage peer recognition

Epic Motivator #4

Acknowledgement





Epic Motivator #5
Accountability

- Clear expectations
- Clear measurement
- Clear feedback
- Clear consequences



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