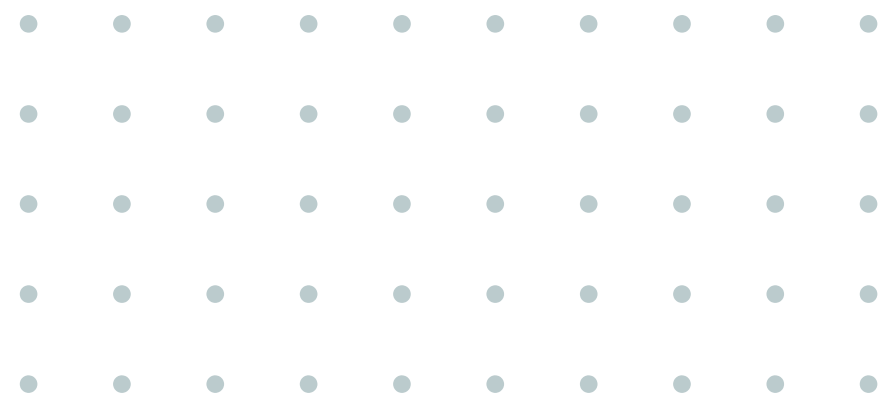
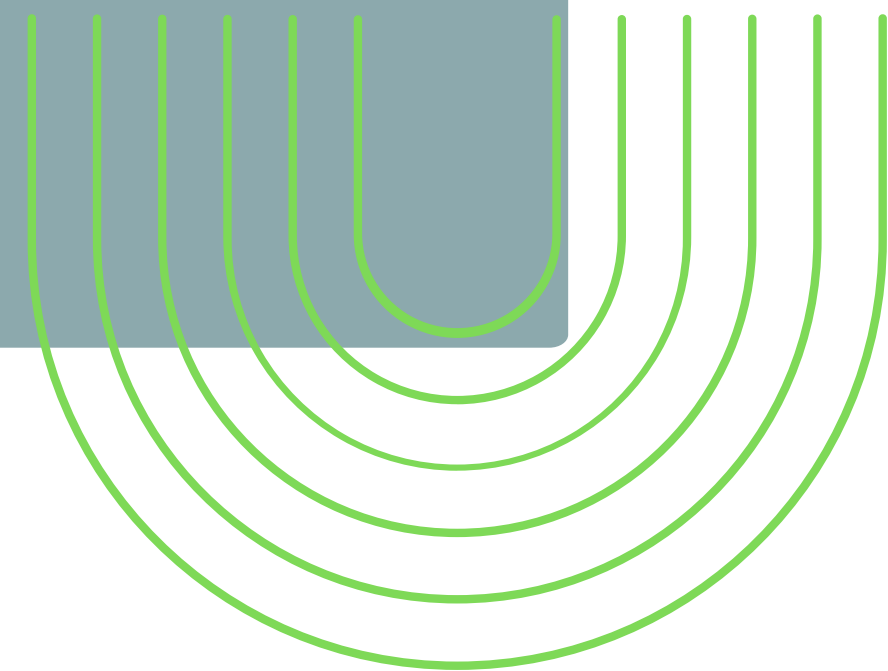




CAPACITY AND TEAM

Train the trainers

The RESIST project is co-financed by the European Union (European Regional Development Fund) under the Interreg Baltic Sea Region Programme.



01. STRATEGIES FOR CLEAR EXPECTATIONS

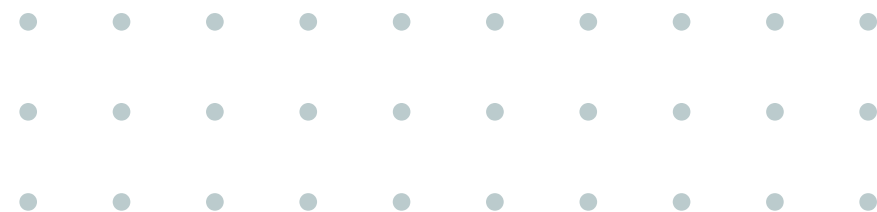
02. TECHNIQUES TO ENSURE THE TEAM'S EFFORTS
PRODUCTIVE AND SUSTAINABLE

03. CULTIVATING THE RIGHT ENVIRONMENT

04. ENSURING ACCOUNTABILITY

05. SUCCESSION PLANNING AND
TEAM DEVELOPMENT

TABLE OF CONTENT



The Essence of Leadership Energy

The essence of leadership energy refers to the force a leader brings to a team or organization, significantly impacting motivation, morale, and productivity.

It's about how a leader's enthusiasm, passion, and clarity in vision and purpose energize the team, fostering an environment where members feel inspired, valued, and committed to their work. Effective leadership energy creates a positive and compelling workplace atmosphere, driving teams towards achieving shared goals while maintaining high levels of engagement and commitment.

First Obligation: Setting Clear Expectations

Highlight the importance of leaders setting clear, achievable expectations to guide team performance and alignment.

Discuss how transparent communication of goals and objectives fosters an environment of trust and clarity.

Explore the impact of well-defined expectations on individual and team motivation, ensuring everyone is directed towards common goals.

Illustrate how setting clear expectations serves as a foundation for accountability and performance measurement, crucial for organizational success.



Strategies for Clear Expectations

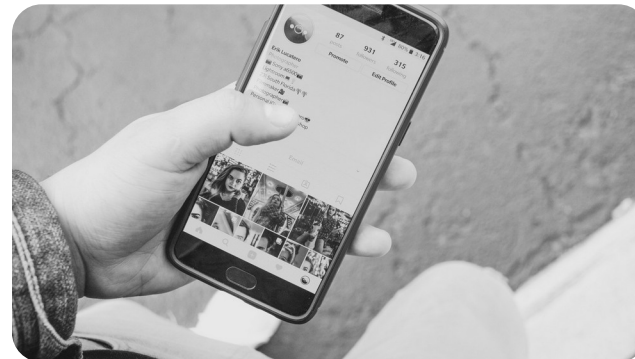


Strategies for Clear Expectations



Articulating Vision and Goals

- Define how leaders should articulate their vision and goals, making them resonate with the team.
- Show how a well-communicated vision aligns team efforts and fosters a shared sense of purpose.



Establishing Benchmarks for Success

- Discuss the importance of setting specific, measurable benchmarks to track progress.
- Explain how these benchmarks guide team members in understanding their contributions to the overall objectives.



Strategies for Clear Expectations



Continuous Feedback and Adjustment

- Highlight the role of ongoing feedback in ensuring expectations remain relevant and are met.
- Illustrate the process of adjusting expectations based on team performance and changing circumstances, emphasizing flexibility and adaptability in leadership.

Second Obligation: Creating a Sustainable Pace

Explain the significance of leaders establishing a work rhythm that ensures long-term sustainability and prevents burnout.

Discuss how a sustainable pace contributes to consistent productivity, employee well-being, and job satisfaction.

Illustrate strategies leaders can use to balance workloads, ensuring that team members are challenged yet not overwhelmed.

Emphasize the role of leaders in modeling sustainable work habits and setting realistic deadlines that align with the team's capacity and goals.



Techniques to ensure the team's
efforts are productive and
sustainable

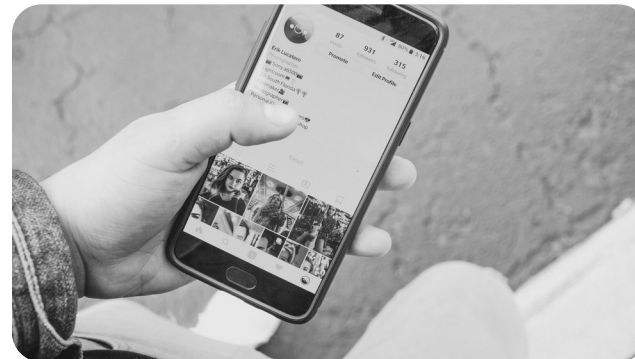


Techniques



Balancing Workloads

- Discuss the importance of evenly distributing tasks to prevent overburdening team members.
- Introduce methods for assessing individual and team workloads to ensure equitable distribution.



Encouraging Regular Breaks and Downtime

- Highlight the importance of regular breaks to prevent burnout and maintain high productivity.
- Offer suggestions for implementing structured downtime practices within the team to enhance overall well-being and focus.



Techniques



Continuous Feedback and Adjustment

- Highlight the role of ongoing feedback in ensuring expectations remain relevant and are met.
- Illustrate the process of adjusting expectations based on team performance and changing circumstances, emphasizing flexibility and adaptability in leadership.

Third Obligation: Setting the Right Tone

Emphasize the leader's role in establishing a positive, inclusive, and motivational team environment.

Discuss how a leader's attitude, behaviour, and communication style set the cultural tone for the team.

Explore the connection between a leader's emotional intelligence and their ability to engage the team's heart, fostering a deep sense of belonging and commitment.

Highlight the impact of a supportive and empathetic leadership approach on team morale and productivity.



Cultivating the Right Environment



Cultivating the Right Environment



Cultivating Emotional Intelligence

- Explore how leaders can develop emotional intelligence to better connect with team members.
- Discuss the impact of empathy and understanding in fostering a supportive team environment.



Communicating with Authenticity and Transparency

- Detail the importance of authentic and transparent communication in building trust within the team.
- Provide strategies for leaders to communicate openly while maintaining professionalism and clarity.



Cultivating the Right Environment

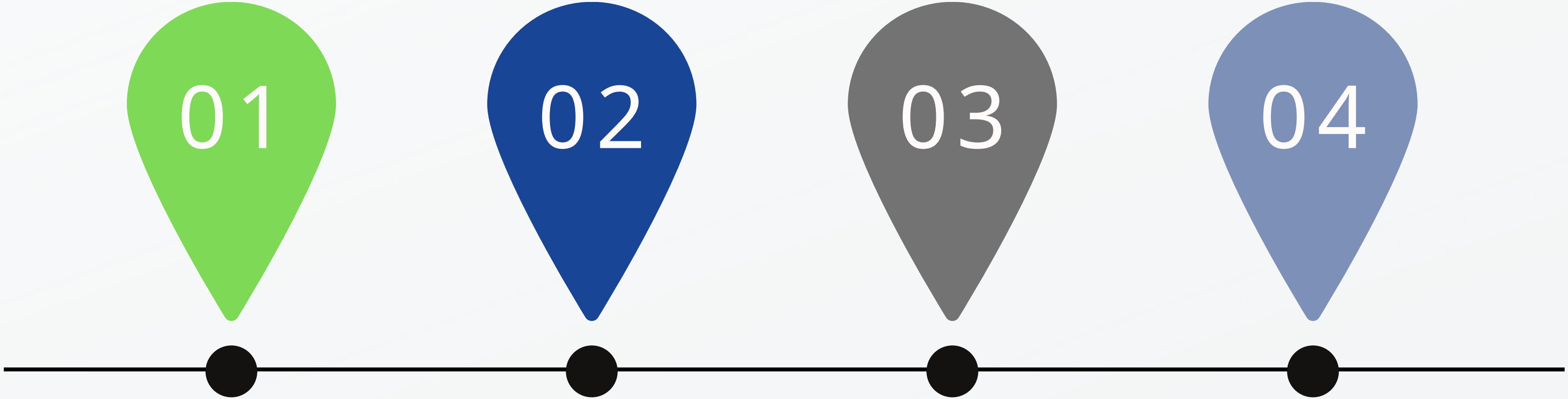


Inspiring and Motivating Teams

- Discuss techniques for leaders to inspire and motivate team members, aligning personal goals with the organization's vision.
- Highlight the role of positive reinforcement and constructive feedback in maintaining team motivation and commitment..



Engaging Head, Hands, and Heart



01

Detail how leaders can engage the intellectual, practical, and emotional aspects of their team members to enhance performance and commitment.

02

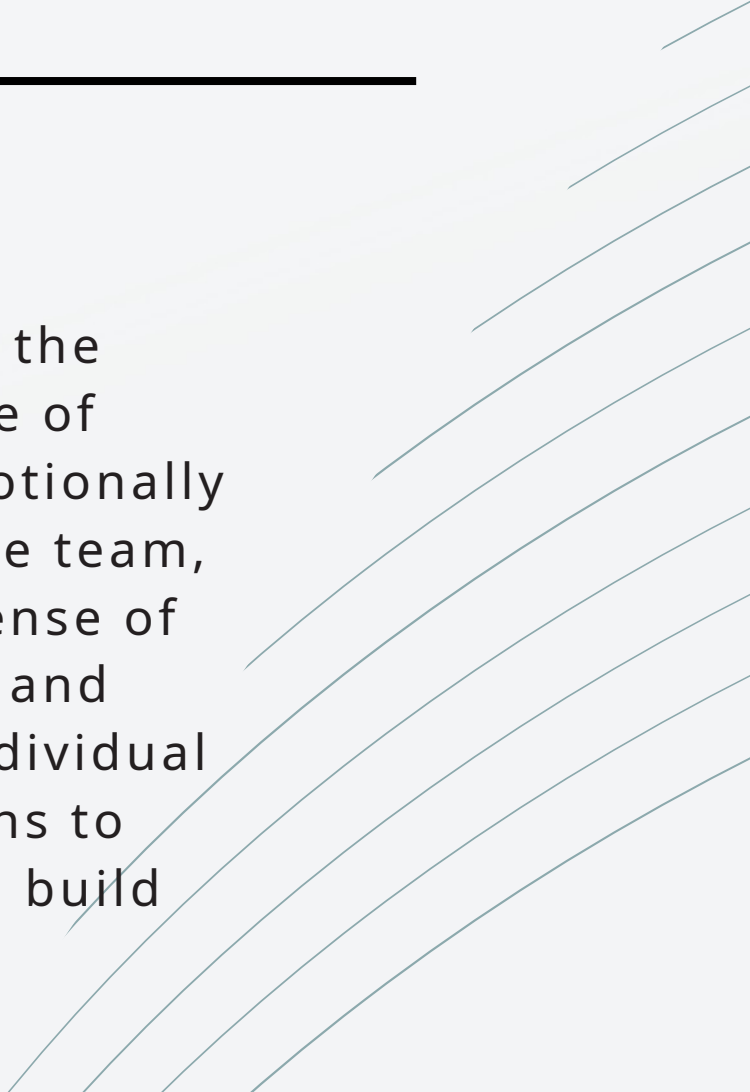
Discuss strategies for stimulating intellectual engagement (Head), such as challenging projects and continuous learning opportunities.

03

Outline ways to engage team members practically (Hands), like providing necessary tools and encouraging autonomy in task management.

04

Emphasize the importance of connecting emotionally (Heart) with the team, fostering a sense of belonging, and recognizing individual contributions to motivate and build loyalty.



How to introduce the practice of engaging head, hands and heart

SOLIDIFYING EXPECTATIONS

Discuss the importance of defining clear expectations within the team, highlighting how it contributes to a cohesive work environment.

GIVING PURPOSE TO TASKS

Elaborate on how connecting employees' tasks to the broader organizational goals enhances their sense of purpose and motivation.

COMMUNICATING EXPECTATIONS EFFECTIVELY

Outline the steps to communicate expectations clearly, including in-person discussions and written documentation, ensuring everyone is aligned and understands their roles and responsibilities.



Ensuring Accountability. Consequences and Communication



Setting Clear Consequences

Outline how defining clear consequences for not meeting or exceeding expectations is essential for maintaining team accountability. It's crucial that these consequences are known and understood by all team members from the outset.



Positive Reinforcement

Discuss the importance of rewarding and recognizing team members who exceed expectations. This could include bonuses, public acknowledgement, or career advancement opportunities, fostering a motivating environment that encourages high performance.



Addressing Underperformance

Detail the approach for addressing underperformance, which should be consistent, fair, and aimed at improvement. This may involve additional training, setting up a performance improvement plan, or, in some cases, reassigning roles to better suit team members' strengths and skills.



Feedback Loops

Highlight the role of continuous feedback in maintaining accountability. Regular check-ins and performance reviews help ensure that team members are aware of how their contributions align with expectations and what consequences might follow based on their performance.



Alignment with Organizational Values

Emphasize that the consequences for performance should align with the organization's values and goals. This alignment ensures that team members see the fairness and logic behind the rewards and repercussions, further reinforcing their commitment to the team's objectives.

Succession Planning and Team Development

ATTRACTING TALENT

Dynamic leaders who exude positive energy create an attractive workplace culture that draws in top talent. This is crucial for building a robust team capable of driving the organization forward.

DEVELOPING TALENT

Once talent is onboard, the focus shifts to development. Leaders play a pivotal role in nurturing skills, offering growth opportunities, and ensuring team members are prepared for future challenges.

RETAINING TALENT

Keeping talent is as crucial as attracting it. A leader's ability to maintain a motivated, engaged, and committed team contributes significantly to talent retention, reducing turnover and building organizational knowledge.

Succession Planning and Team Development

SOWING SEEDS FOR SUCCESSION

By focusing on these elements, dynamic leaders lay the groundwork for effective succession planning, ensuring the team's long-term viability and the organization's sustained success.

LIGHT AS A LEADERSHIP TOOL

Remembering that we all flourish in the presence of light, it's noted that people are energized by the positive energy of enlightened leaders, reinforcing the need for leadership that is both inspiring and nurturing.



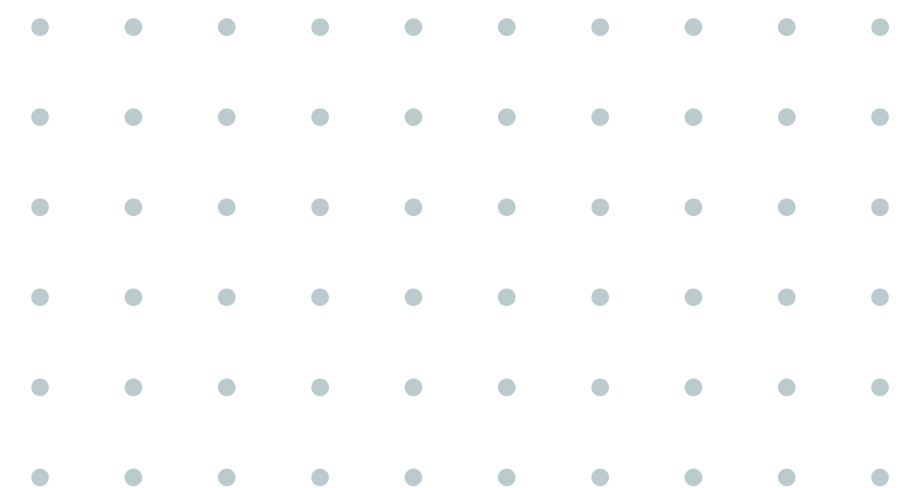
CONCLUSIONS

LEADERSHIP'S CORE ROLE

Leaders are pivotal in setting the stage for team success, beginning with clear communication of expectations and goals, ensuring every team member understands their role and the direction of the organization.

SETTING CLEAR EXPECTATIONS

By articulating vision, goals, and benchmarks, leaders ensure that team members are aligned with the organization's objectives, fostering an environment of clarity and purpose.





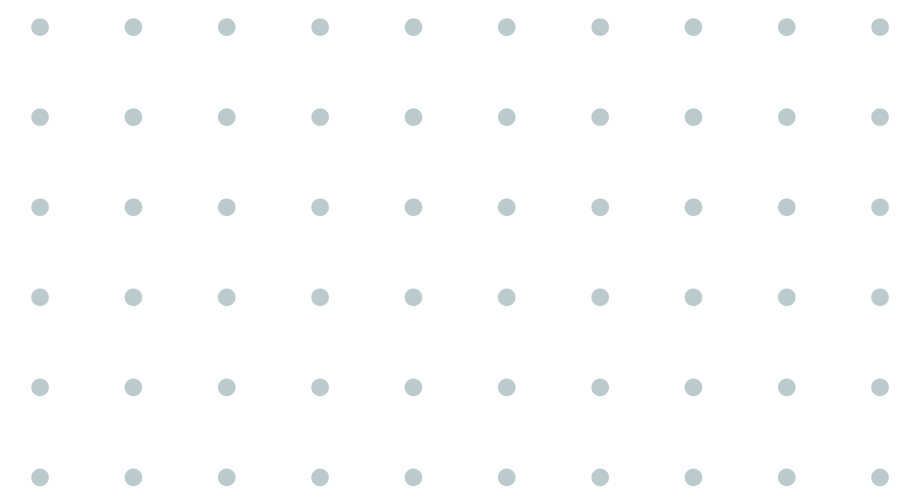
CONCLUSIONS

CREATING SUSTAINABLE PACE

Leaders are responsible for establishing a work rhythm that promotes long-term productivity and well-being, avoiding burnout and encouraging consistent performance.

ENSURING ACCOUNTABILITY

Setting and enforcing clear standards and consequences is vital for maintaining team accountability and driving performance.





CONCLUSIONS

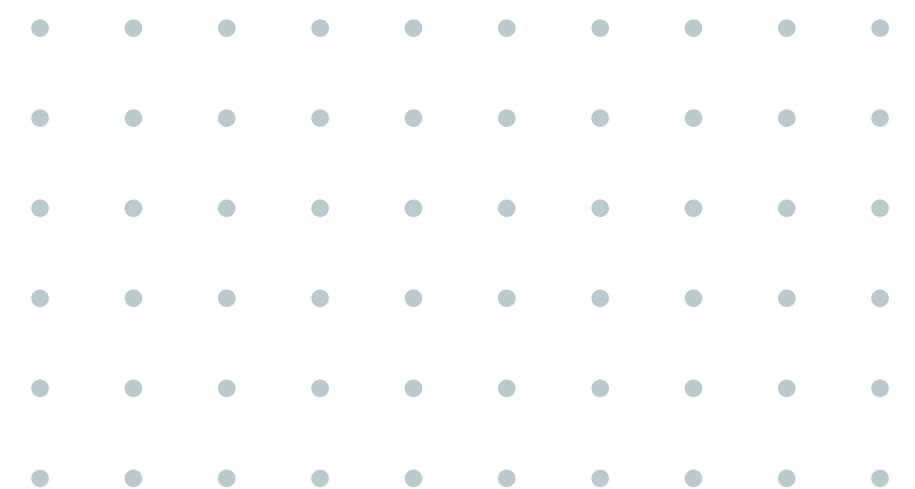
ENGAGING TEAMS HOLISTICALLY

CULTIVATING A POSITIVE ENVIRONMENT

Through intelligence, communication, motivational strategies, leaders set a tone that nurtures team engagement and commitment.

emotional
authentic
and
strategies,

By engaging the head, hands, and heart, leaders create a comprehensive approach that addresses intellectual, practical, and emotional aspects of team dynamics.





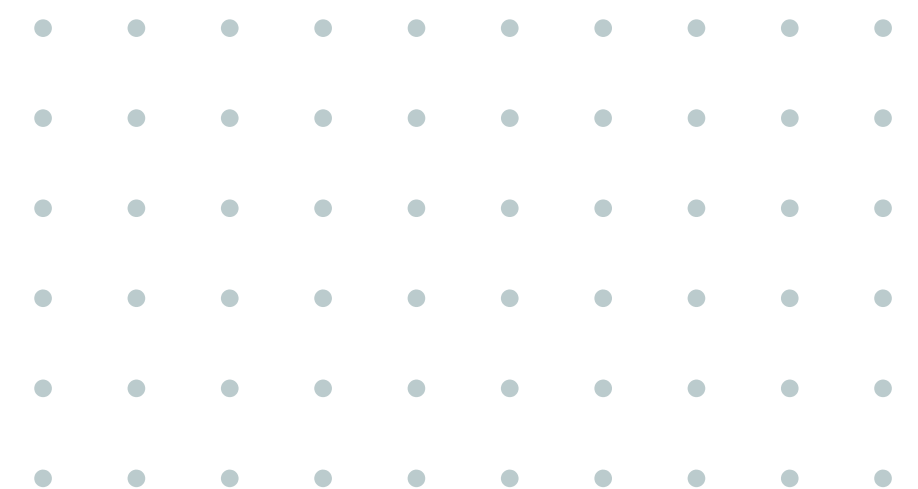
CONCLUSIONS

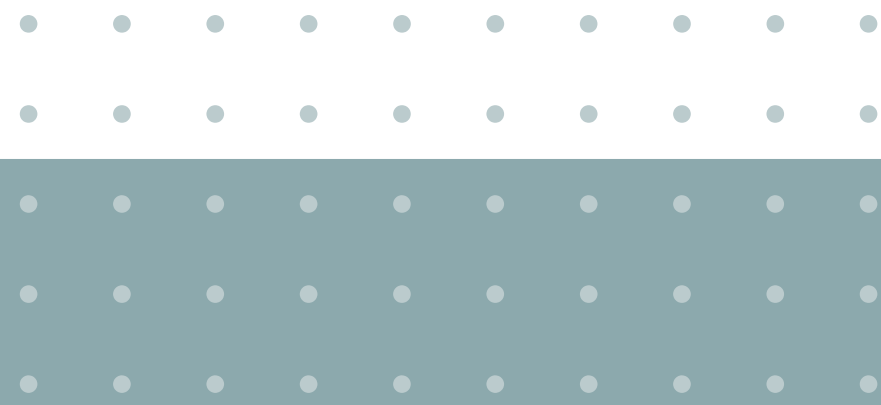
FUTURE-FOCUSED LEADERSHIP

DEVELOPING AND RETAINING TALENT

Dynamic leadership is essential in attracting, nurturing, and retaining talent, which is crucial for succession planning and the team's long-term viability.

The actions and strategies employed by today's leaders not only influence current team dynamics but also lay the groundwork for future leadership and organizational success.





THANK YOU

