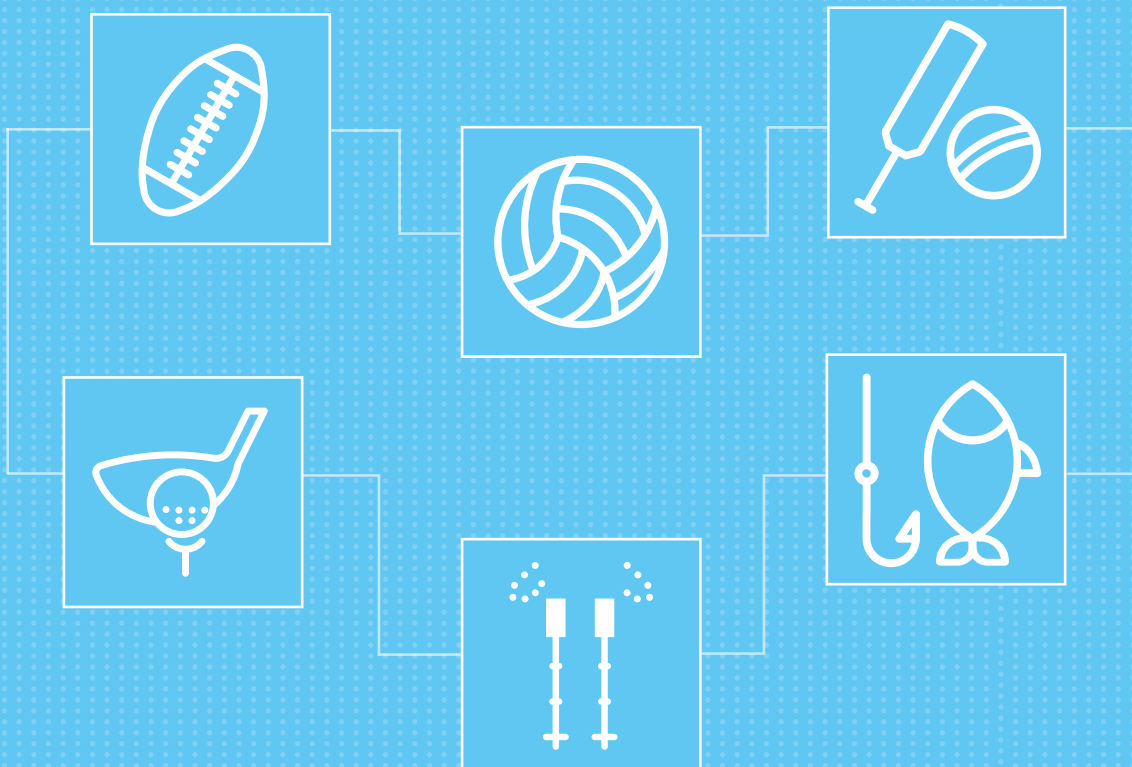


Self Development Guide Leading Teams

Module 1
Purpose / Kaupapa



Purpose

One of your key roles as a team leader is to provide direction and focus for your team. Being able to define a team purpose does just that. "Purpose" provides the motivation for why you do what you do and is often stated in terms of the impact you make to people's lives. A compelling and engaging purpose provides meaning for people and brings a team together to achieve great things. A team purpose needs to provide a clear and obvious link between an individual's role and the direction of the organisation.

Kaupapa



Ideas and inspiration to get you thinking

Watch Daniel Pink **The Surprising Truth of What Motivates Us.**

🕒 11 minutes

➔ <https://www.youtube.com/watch?v=u6XAPnuFjJc>

Read Harvard Business Article by Linda Hill and Kent Lineback **The Fundamental Purpose of your Team.** This article is a bit business focused but it can easily transfer to a sports environment.

➔ <https://hbr.org/2011/07/the-fundamental-purpose-of-you.html>

Read Forbes article by John Ryan **Leadership Success Always Starts with Vision.** Again a bit business focused but the idea of vision is relevant no matter what industry you work in.

➔ <https://www.forbes.com/2009/07/29/personal-success-vision-leadership-managing-ccl.html#e4a773e66349> -



Reflection questions

to help gain clarity, purpose & meaning

Reflect and complete the following questions:

1. What is your team's purpose?

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2. Give an example of how it impacts a customer or stakeholder

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3. Reflecting on this purpose, how inspiring and engaging is it? Are there ways you can make it more inspirational, more motivating?

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4. How does your team's purpose fit with the organisation's purpose?

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Complete the following

From the Daniel Pink video **The Surprising Truth About What Motivates Us** – please complete the following chart:

| Your team member's name | What are key outcomes or objectives in your team member's role? | How can you increase mastery in their role? | In what ways does your team's purpose inspire and motivate your individual team member? | How can you increase autonomy in their role? |
|-------------------------|---|---|---|--|
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From the table on the previous page, what further actions can you put into place to support intrinsic motivation within your team?

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Reflect and complete the following questions on your personal vision:

A purpose is about your impact and how you connect with the world. A vision is about how you wish to be or become in the next few years. As a leader it is often helpful to be clear on your own leadership vision, what type of leader you want to be and in what direction you are heading. This helps you to stay motivating and be inspirational when engaging with your team. The following questions can help you be clearer on your own vision as a leader.

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▶ Your Personal Vision

a) When are you at your best?

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b) Imagine you're 119 years old and have one minute left before you die. Your great, great grandchild is holding your hand and says, 'Before you die, tell me what I should do with my life'. What would you say?

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c) It's 5 years from now and you are overhearing a conversation about you as a leader in your organisation. What are the key things said about you in that conversation that you liked hearing?

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d) What remains to be accomplished? Why is that important in building or completing your legacy?

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e) Who inspires you and why?

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f) Aside from more time, what will help or impede you in completing what remains to be accomplished?

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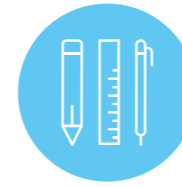
From these reflections write your personal leadership vision statement:

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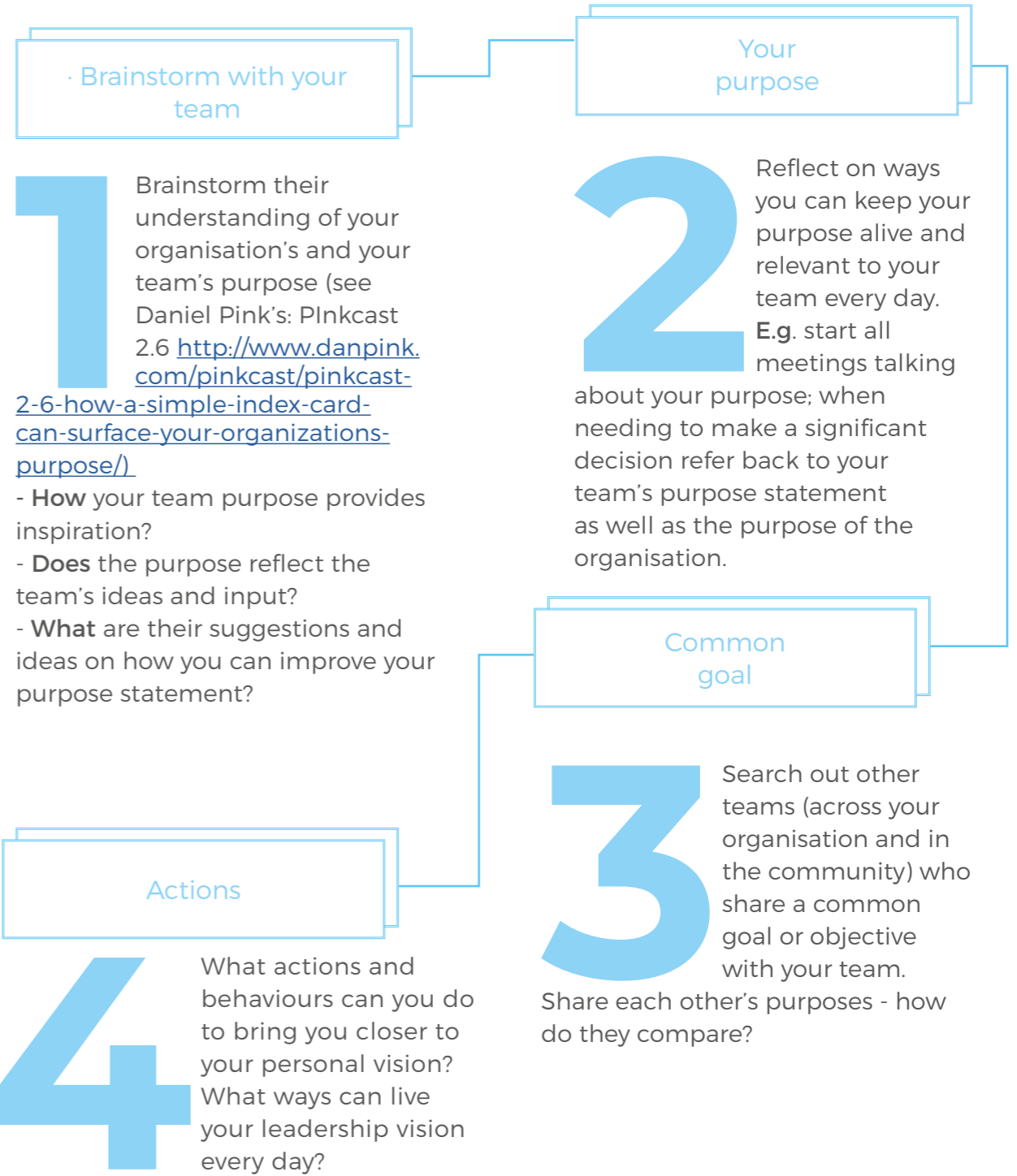
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Practical ideas & suggestions
to help you take the right actions



Notes:

