“The truth is that all of us attain the greatest success and happiness possible in this life whenever we use our native capacities to their greatest extent.”
- Smiley Blanton

Tools and Strategies for
Motivating, Influencing, and Enhancing Collaboration
MOTIVATION

Intrinsic

Extrinsic
Levels of Extrinsic Motivation

- Controlled Extrinsic Motivation
- Autonomous Extrinsic Motivation
- Autonomous
**Competence**
- People need to feel effective in their efforts, be able to make use of their strengths, and feel capable of achieving desired outcomes.

**Relatedness**
- People need to feel connected to, understood and valued by others.

**Autonomy**
- People need to feel a sense of ownership and self-direction in their behavior and work.
SUPPORTING AUTONOMOUS MOTIVATION

Assess

Reinforce

Plan
WHAT ABOUT ...

REWARDS
At its simplest, it’s all about RELATIONSHIPS
NINE STRATEGIES FOR INFLUENCING

1. **Empowerment** – valuing others by involving them in decision-making, and giving them recognition

2. **Interpersonal Awareness** – identifying and addressing others’ concerns

3. **Bargaining** – gaining support by negotiating a mutually satisfactory outcome

4. **Relationship Building** – establishing and maintaining constructive relationships with people you may need to influence
NINE STRATEGIES FOR INFLUENCING

5. **Organizational Awareness** – identifying – and gaining support of – key people

6. **Common Vision** – showing how our ideas support the organization’s broader goals

7. **Impact Management** – choosing the most interesting, memorable, or dramatic way to present ideas

8. **Logical Persuasion** – using logical reasons, expertise, or data to influence others

9. **Coercion** – using threats or pressure to get others to do what you want

- Hay Group
First of all, what is it?

WHAT ABOUT COLLABORATION?
Collaboration vs... ??
A process that fosters innovation and advanced problem solving among people who:

- are of different disciplines, organizational ranks, or institutional settings;
- band together for advanced problem solving;
- discern innovative solutions without regard to discipline, rank, or institutional affiliation;
- enact change based on a higher standard of organizational outcomes.

(Kinnaman & Bleich, 2004)
KEY SKILLS FOR COLLABORATION

- Fostering trust
- Relationship building
- Communication
- Inclusion – Valuing and leveraging the broad range of diversity
8 FACTORS FOR SUCCESS

• Investing in signature relationship practices
• Modeling collaborative behavior
• Creating a “gift culture”
• Ensuring the requisite skills
• Supporting a strong sense of community
• Assigning team leaders that are both task- and relationship-oriented
• Building on heritage relationships
• Understanding role clarity and task ambiguity

(Gratton and Erickson, HBR – Nov, 2007)
QUESTIONS?