

Leadership: Top 5 Ways to Motivate Your Department

By Martha Newman, J.D., PCC, TopLawyerCoach, LLC • December 6, 2011



Good Leaders Help Build Passionate, Hard-Working Departments that are Committed to their Firms

One of the greatest skills a good leader can possess is the **ability to motivate**. Professionals who lack this skill often find themselves frustrated with their department heads and staff over their lack of focus and, perhaps, productivity.

A little motivation from the **RIGHT PERSON**, however, goes a long way.

Motivation improves morale, creates passionate and hard-working teams - and, above all else, improves the firm as a whole.

So, how can you lead to improve motivation?

Let these five leadership principles be your guide.

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1. Sing their praises.

Don't hold back, be generous with your praise. Everyone wants it and it's one of the easiest things to give. Praise improvements that you see your department managers and staff make. Praise one-on-one and in front of others.

2. Encourage team work.

Get rid of the hierarchy around the department. Instead of assigning project leads, empower your staff to work together as a team. Think about it. What's worse than letting your supervisor down? Letting your team down! Allowing people to work together as a team, on an equal level with their co-workers, will often produce better projects faster.

3. Make your ideas theirs.

People hate being told what to do. Instead of telling people what you want done; ask them in a way that will make them feel like they came up with the idea. "I'd like you to do it this way" turns into "Do you think it's a good idea if we do it this way?"

4. Treat a staff member to lunch once a month (or week).

This shouldn't be a new policy, but rather a nice surprise. Literally walk up to one of your employees, and invite them to lunch with you. It's an easy way to remind them that you notice and appreciate their work.

5. Be transparent.

Your department wants to be included in news about the firm - good or bad. When your company does well, celebrate. If there are disappointments, share those too. If you expect high performance, your team deserves to know where the company stands. Be honest and transparent.

You would be surprised that with a little fine tuning your leadership skills will soar to new heights - and so will your department's morale. A motivated staff is a happy staff.

Adapted from article [9 Nine Things That Motivate Employees More Than Money](#) by Ilya Pozin at [Inc.om](#).

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