Tips for Motivating Your Legacy Team

Cultivate Team Spirit

• Gain an understanding of each team member’s reason for joining the team and align their experience with this reason
• Discuss how the core values of the organization translate into impacting lives and share these stories often
• Work toward each team member having the necessary skills for the task at hand (share topical articles, role play, work through challenges together)
• Have a succession plan, recruit new team members as required and embrace team turnover
• Gain an understanding of each other’s talents, skills, and interests
• Make being a team member an enjoyable experience
  ▪ Develop camaraderie among team members
  ▪ Develop a feeling of mutual support and trust
  ▪ Show each other appreciation for effort
  ▪ Build confidence
  ▪ Be sure that every team member is contributing
  ▪ Recognize life events of team members

Set Foundation for Success

• Make sure that everyone understands the purpose of the team and their individual role
• Have clear goals and objectives for the team, and for each team member
• Celebrate every success (even the little ones) and focus on “rewards” of efforts
  ▪ Announce each new donor to your team
  ▪ Share great conversations
  ▪ Share individual and team achievements
• Help each team member feel that they are part of a successful wave of accomplishment – use momentum!
  ▪ Share community progress
  ▪ Share stories of impact to celebrate the importance of doing this work
  ▪ Share stories and testimonials from donors

Effectively Communicate

• Hold regular team meetings
• Ask team members to establish deadlines for their tasks and hold them accountable
• Communicate personal or life circumstances as they impact the team
• Utilize benchmarks, scorecards, thermometers, or other devices to measure progress