

Motivational Leader

"Nothing great was ever achieved without enthusiasm." Ralph Waldo Emerson

Motivation is defined as the inner or social stimulus for action. Motivate is an action word to incite, move, prompt, propel, and actuate. Enthusiasm, on the part of the motivator, is a desire to impart inspiration to the motivatee to high performance.

Motivational leaders emphasise the importance in making organisational success; both for the leadership and the team to celebrate achievement. The leader must discover what motivates the followers and the team. The focus of a motivational leader is: What can make the people perform better?

In an article 'Three Factors of Leadership Motivation' by Brent Filson, emphasises that a leader needs others in order to get results, and it is not done by ordering them but motivating them. He introduces three critical factors in motivation:

- Motivation is physical action: An essential feature of motivation is physical action. Motivation isn't about what people think or feel but what they physically do.
- Motivation is driven by emotion: An act of motivation is an act springing from a deep passion. In any strategic management endeavour, you must make sure that the people have a strong emotional commitment to realising it.
- Motivation is not what the leader does to the team; it is what the team do to themselves: The leader can only bring the individuals in the team to the point where they motivate themselves to action. The leader communicates inspiration, and then the individuals motivate themselves.

Motivation is like a high voltage cable lying at the feet of a leader: use it the wrong way, and you'll get a serious shock. But apply motivation the right way by understanding and using the three factors the end is powerful.

The "motivating" role of the leader is to get results; creating an environment in which the individual members of the

team motivate themselves to high performance.

There is a spiritual quality in a motivational leader inspiring others to follow and perform. The ability to inspire the team to success is also a skill that a leader needs.

The virtues that help make motivational leadership style include: Passion, purpose, listening, integrity, and desire to impart meaning to others. They enable inspiration and motivation in the team.

- The leader feels passionately about the vision and mission of the organisation, sharing the passion in a way that enables others to feel as if their work has purpose and meaning beyond the tasks they perform each day.
- The leader listens and allows the ideas and thoughts of the team to help form the vision and mission, or minimally, the goals and action plan. People need to see their ideas incorporated or understand why they were not.
- Inclusion goes beyond the listening and feedback; people need to feel intimately connected to the actions and process that are leading to the accomplishment of the goals or the decision.
- The integrity of the person leading is critical; as much as vision and passion are important, but the team must trust and believe in the leader. This is the determinant whether the team will boo or cheer and vote with their feet and their actions, when the actions of the leader play out on the stage.

When Toyotas president was asked why he spent so much time out of his office when his British counterparts moved paper instead, he replied: *"It's very simple. We don't make Toyota cars in my office."* The great leader has a presence everywhere.

Delegating frees the leader to motivate the team; this allows for direct interaction; treat individuals as good performers; praising outputs; asking opinions and giving interesting assignments and in turn reinforces a motivational cycle.

A motivational leader possesses insight into who needs a fresh challenge or additional training. The leader can sense who needs public recognition, an encouraging word, or a day off. They know when a pay increase, office change, title change, or sabbatical is needed.

It cannot be taken lightly, motivation is complex - influenced by perceptions and strengthened by multiple factors. Individuals are also motivated by different things at different times in their lives. Leaders need to understand this complexity and know that what motivates one person will not necessarily motivate another.

Motivational leaders know that teammates get tired, lose focus, and experience mission drift. The individuals wonder if what they're doing really matters to anyone or to God. Motivational leaders don't get bitter or vengeful when morale sinks. They see it as an opportunity to inspire and lift the spirits of everyone on the team.

Jesus consistently applied motivational leadership style with the disciples. He changed Peter's name. He promised his followers a hundred-fold reward in this life and in the next. Often, Jesus would take the disciples away and say, *"Let's not take a hill. Let's sleep at the bottom of one. Let's go fishing, eat, and hang out."*

Bill Hybels says that unfortunately, some view the motivational style as a lightweight style of leadership. Well, just ask team members how important it is to receive ongoing inspiration!

The foundation of a motivational leadership style leader is to create a burning desire in the team for productive motivation. The burning desire will stimulate creative thinking to turn into mini projects; because many successful mini projects is preparation for the bigger than life vision.

"Leadership is based on a spiritual quality; the power to inspire, the power to inspire others to follow." --Vince Lombardi