

Project Team Development: Motivating and Rewarding Project Teams



Tips for Sponsors

One of the most successful strategies in keeping a project team focused and engaged is to recognize and praise their work. Project sponsors will want to review and select the appropriate types of project team recognition. Below are tips for sponsors in recognizing project teams at Alliant Energy:

1. Recognition of progress or major milestones by attending and making remarks at project team meeting.
2. Distribution of a voicemail message that recognizes the project team progress or accomplishment.
3. Send a handwritten personal note of thanks expressing your appreciation to project team members.
4. Send gift certificates to the project team members.
5. Attendance at project celebration luncheons, dinners or special events
6. Acknowledgement of project team progress at employee non-project related functions or presentations.
7. Include positive and complimentary quotes about the project team's progress in company communications, i.e., newsletters, the Intranet and memorandums.
8. Consider a project team incentive, if within your organization's established/allocated budget, and based on the project's complexity, size, timeline and strategic importance.
9. Allow a day or a few hours off from work to recognize results achieved.
10. Bring in something special for the project team—a dessert, cookies, bagels to show your overall appreciation for their efforts.
11. Give credit to the project team in a staff meeting or when you see them in the hall.
12. Create and develop plaques for recognition.
13. Distribution of tickets to community or sports functions, i.e., ball games.
14. Distribution of a recently released, highly recommended business book to the project team.