

## Rewarding the Project Team

Author *Brian R. King, P.Eng, PMP, president of [Millennium 3 Inc.](#)*

Everyone has a need to be recognized and rewarded for their actions. This need will vary in degree of importance among individuals. It is also important to **celebrate, recognize and reward overall team efforts**, keeping in mind that a team is a group of people with complementary skills that work together to achieve a shared goal.

Team leaders need to develop a plan for how the team will be rewarded.

The plan should not only address completion of tasks, but also how well team members demonstrated their commitment towards the concept and principles of teamwork. **Rewarding how the task was completed is an essential part of sustaining high performance teamwork.**

There is a proverb that states you get the behaviour you reward. To reinforce desired team behaviours, it is the leader's role to ensure that behaviours aligned with team values are identified when the project goals are developed.

Anyone whose participation results in the successful completion of the project should be rewarded, including team members and other stakeholders whose input was critical to the implementation of tasks.

### How to reinforce how a team works together.

When the team establishes the criteria for success in meeting the goal, team members must look beyond the standard measurements of time, resources and quality. Ask questions such as:

- \* What degree of participation is expected, and how much time is required from project team members and other stakeholders?
- \* How will we make decisions as a team?
- \* What decisions will require input, review or sign-off from team members and other stakeholders?
- \* Should team members and other stakeholders be part of the resources assigned to tasks that expand learning and sharing of knowledge?

**When you develop the discipline of asking these and related questions early in the planning process, you will embed the practice of working together.**

This simple procedure will reinforce the commitment not just to "what we do" but also to "**how we do our work**" as a measurement of our overall success".

Source: *PMI Community Post.*