Ask the Experts:
How to Keep Your Team Passionate, Engaged and Motivated

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Ask the Experts!
How to ignite passion and drive engagement in your teams.
Meet our Experts

Jonathan Gardner, Vice President – Global Sourcing and Supplier Relations, Starbucks. Jonathan leads the sourcing teams responsible for beverage ingredients, packaging, and print production. Jonathan and his teams enable innovation, top line growth and margin enhancement through creative and cost-effective supply solutions and high quality supplier relationships.

Lys Hardy, Head of Strategic Sourcing and Vendor Management, REI. Lys leads the Strategic Sourcing and Vendor Management teams, where her mission is to apply the right level of sourcing strategy, decision support, and risk management to deliver excellent service to internal partners as well as the REI vendor base. She is passionate about driving engagement with her team, business partners, and suppliers.

Antonio Humphreys, Senior Manager – Global Procure to Pay, Adobe. Antonio is a global strategic sourcing and marketing expert with 20 years’ professional experience and is currently a Senior Manager of Global Procurement at Adobe, Inc. Antonio leads a passionate global team that serves the entire Adobe global organization and engages with stakeholders across all business units.

Betsy Pancik, Sr. Vice President of Sales & Solutions, Denali – a WNS Company. Betsy has held multiple roles within procurement organizations since her start as a buyer in the aerospace industry. She has consulted with hundreds of clients to help increase the influence of Procurement and is a recognized expert on Procurement transformation and leading practices.
Why are we here today?

- More organizations are turning to Procurement to deliver holistic value and not just savings alone. *teams* often take on increased strategic responsibility without the support necessary to succeed.

- Many teams are overtasked and underappreciated, which leads to employees that are *demotivated*, *disengaged*, and have one foot out the door.

- How do we *ignite the passion*?
We asked YOU to tell us what was important.

Which of the following is the most critical element in building a successful, high-performing team:

- 6% Focused mission statement
- 71% Team culture
- 18% Transparency from leaders
- 5% Opportunities to advance

The results are in and “a culture that fits with your values” was identified as the most critical element to building a successful, high-performing team. Now it’s time to dig a little deeper and find out what it is about TEAM CULTURE that keeps you engaged and motivated?

- 8% Colleagues Turned Friends
- 58% Trust & Approachability
- 17% Shared vision
- 17% Supportive Leadership

Link between team and company mission

A culture that fits with your values

Open communication from leaders

Opportunity to build skills and advance
How do we motivate our teams to outperform?

- Maintain Positive Team Culture
- Retain and nurture your talent
- Promote a culture of enablement and support with the right model
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