

## Strategies to Fuel Motivation

### Background

Results are achieved through people. There needs to be the right direction, the right resources and massive amounts of motivation. However, how do you create massive amounts of motivation? How can you create an environment for you and others that fuels their motivation so that they do give their best, willingly, everyday? *Motivating your Team* typically makes up a short module on a management development programme. There is not always the time to cover this essential skill and responsibility of a manager. This course does just that exploring the above questions and supports you in creating the best motivating environment for you and your team.

### Learning Outcomes

- Know what really motivates you and others
- How to make the most of everyone's talents
- Develop strategies to fuel each person's motivational drivers and yours
- Create a roadmap to fuel your motivation and that of others

### Workshop Format

The programme will be highly participative and include discussions, exercises and practice to address the objectives. The participants will be encouraged to interact and discuss the relevant areas to ensure that knowledge and skills are developed.

### Workshop Content

- Introduction, objectives and expectations
- Exploration of what *motivation* is: Motivation is complex and there are many theories and new insights from thought leaders. In this section we will discuss some of the theories and new insights. The discussions will be practical with participants relating the information to them and their teams – answering the question – so what does this mean?
- Motivational Maps®: We are all unique. We have different priorities and drivers. Your motivational map profile comprises three cluster areas each containing three core motivators. Of the total nine motivators we normally have about three that predominate. The challenge individually is to ensure that our core motivator is satisfied. The challenge for the manager is to have strategies for motivating in all nine areas for all their staff. The Motivational Maps® will be debriefed, explored and debated. The outcome will be an increased appreciation of the differences and strategies to fuel each team member's motivation and their own.
- Building Relationships: Having the above knowledge and awareness is one thing. However, you still need to communicate, build relationships and trust. Without this,

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motivation may be deactivated. Insights from thought leaders Richard E. Boyatzis and David Rock will be explored to complement the identified motivational strategies

- Road map to implement: Create an action plan, including measures and ways to seek feedback from team

### Pre-course work

Each participant completes the Motivational Map® profile on-line before the course. Each person will receive a comprehensive 14-page report which will be used during the course.

This course can be run for a group of managers or for individual teams at all levels in the organisation.

The course can be further tailored to your individual organisational needs.