

Leading and motivating

Objectives:

Apply what you learn during and after this workshop and you will be able to...

1. Discover what really motivates your people, and what you can do to help this along.
2. Identify the unsatisfied needs of your colleagues, and focus on these to increase motivation.
3. Get beyond money as a motivator, and recognise your own influence on others' motivation.
4. Show by what you do that you really do understand that leadership is different to managing
5. Begin to deliberately and consciously learn and apply leadership within your team.

During the half day we will work on questions like these:

What motivates me, and what gets in the way? What do I want more and less of?

Who are the most and least motivated people I have worked with, and *why* were they?

How effective are managers and supervisors within this organisation at motivating people?

What specifically have I seen managers and supervisors do that really motivates?

Just how important is money as a motivator, and what are its limitations?

How can job design influence motivation? Who in this organisation has a really boring job?

Do I really know what motivates each of my people? What are the signs of demotivation?

What needs do my people have, and which of these at an individual level are unsatisfied?

What do my people want more and less of? How can I motivate people, and what is beyond me?

What can we do with people who it seems, just cannot be motivated? What *do* we do about this?

How motivated am I? How does this show? What effect does it have on others?

How can I give praise that really motivates, and criticise directly without negative effects?

How good am I at recognising work done well, and helping people to feel good? Can I do more?

How are leaders different to managers? Who have I worked with that really is a leader?

What do leaders do that makes them so different and valuable to an organisation?

Is it true that women make better leaders than men? Is there really a gender issue?

Who are the leaders I admire and why? Who would I like to be more like and how?

What specifically will I do as a result of this in order to make it all worthwhile?