

Motivating Yourself and Your Employees

Self-motivation in high-achievers and effective leaders means always moving in the direction of established goals. Leaders understand that achieving manageable goals in the pursuit of excellence can realize self-esteem and outright exhilaration! Motivating and inspiring their employees can bring about the same results, as they unleash their creativity and deliver excellent service in an environment of ongoing positive feedback.

Seminar Objectives:

To explain the relationship of behaviour and the resulting feedback as the key to motivation. Participants will examine how attainable goals, harmonious work relationships and effective communication work together to build support, self-esteem, self-confidence, and to enhance job satisfaction for managers and employees.

Topics:

- ◆ Understanding motivation: the need for achievement, affiliation, and appreciation
- ◆ Assessing your internal/external images against characteristics of successful people
- ◆ Understanding why people behave the way they do: what motivates them?
- ◆ Understanding how self-esteem affects interactions: attitude, behaviour, and image
- ◆ Recognizing the value of personal goal-setting: what to do with 168 hours per week
- ◆ How to blend organizational goals with your personal goals
- ◆ Establishing mutually valuable expectations and goals with your manager and employees
- ◆ Projecting energy, passion, and enthusiasm for your goals and theirs
- ◆ Managing resistance and creating a climate for planning and goal-setting
- ◆ Building on small successes to reach your goals and celebrating along the way
- ◆ Building workplace harmony and teamwork through ongoing positive feedback
- ◆ Encouraging and reinforcing creativity, risk-taking, and “stretching” in others
- ◆ Using motivation and coaching techniques to build confidence in others
- ◆ Improving your communication and time management skills to achieve goals
- ◆ Motivating poor performers to renewed commitment
- ◆ Mentoring and having a mentor
- ◆ Treating people individually to treat them equally
- ◆ Preventing burnout by redirecting and reinforcing positive energy
- ◆ Practicing assertiveness for more effective personal and professional interactions
- ◆ Self-confidence: calling on your experience and personal strength to embrace change
- ◆ Developing a strong self-concept and professional image: positive self-talk
- ◆ Becoming proactive vs. reactive in your personal and professional life
- ◆ Maintaining motivation through healthy relationships, lifestyle, and communication