

LEADING FOR PERFORMANCE

Today's employees don't respond to a manager who gives direction, but rather commit to a leader who asks for their help in setting direction. And today's business doesn't wait for decisions to go up and then back down the chain of command. It needs empowered leaders at all levels. Strong leaders understand that the performance, morale, and retention of their people is directly tied to the quality of their working relationships with them. They appreciate that getting involved in their people's professional development and involving their people in decision making leads to real-world results. When leaders perform, people perform. And when people perform, businesses succeed. *Leading for Performance* enables organisations to ensure their leaders can drive business performance through effective communication, employee selection, team building, coaching, conflict resolution, and more.

IGNITE TALENT

MOTIVATING FOR RESULTS

Motivating for Results offers invaluable insights into the creation of a work environment in which associates consistently put forth their best efforts to succeed. Motivation is a critical element to successful performance, and leaders need to consider how to address motivation while not ignoring other elements that create results.

OFFERING OVERVIEW

With the rise of global business, increased adoption of virtual collaboration, and ongoing introduction of new generations into the workforce, today's workplace is more culturally, behaviourally, educationally, and philosophically diverse than ever before. To ensure that their work units remain productive and contribute to the execution of an organisation's business strategy, leaders must be able to identify and resolve motivational issues, while increasing work unit performance and employee job satisfaction.

OFFERING DETAILS

Motivating for Results is a practical, half-day, facilitator-led leadership effectiveness program. By participating in a variety of activities, learners explore the conditions under which employees are most effectively motivated. Participants also learn an approach for proactively and reactively addressing motivation issues that may surface. The program explores the challenges associated with motivating employees, then provides specific

skills and tools for addressing those challenges effectively. Learners discover that:

- With motivation, performance is possible but not guaranteed; without motivation, performance is impossible.
- Motivation influences what individuals do, the intensity with which they will do it, and how long they will continue doing it.
- There are optimal conditions for motivating.
- While motivation is ultimately determined by the individual, leaders can influence the conditions under which individuals are more likely to be motivated.
- To influence motivation, leaders must define the issue, instill confidence, link benefits to success, and ensure value.
- Leaders can ensure that associates see their work as valuable through the Value Conversation, which explores conditions for performance and provides direction for taking action to create greater value for associates on the job.

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