

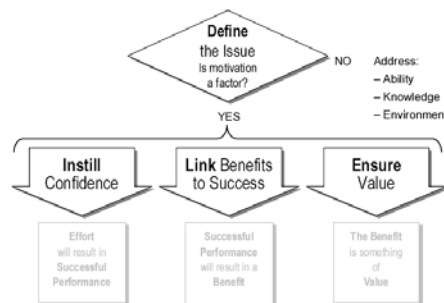


## LEADING FOR PERFORMANCE - MOTIVATING FOR RESULTS

Through managers, organizations need develop methods to help employees stay motivated and engaged so results are consistently high. While the individual ultimately determines motivation, managers can influence the conditions under which they are more likely to be motivated. This program provides essential insight, knowledge, and tool that manager can apply to create an environment where employees can feel motivated and be successful.

*Leading for Performance-Motivating for Results (LFP-MFR)* helps managers learn how to influence motivation. When motivation is a factor, managers need to instill confidence that efforts will lead to success, that success is worth having, and that the effort will result in something that is of value to employees.

### Motivation Management Process



Participants learn specific skills and tools to help them create greater value for employees on the job.

<i>Key Learnings Are ...</i>	<i>Your Leaders Will...</i>
<i>The Challenge of Motivating</i>	Be able to influence the conditions under which an employee works, along with the direction and effort put forth by the employee
<i>What to do</i>	Be able to define the issue, link benefits to success and ensure value in the work that is being done
<i>How to do it</i>	Be able to instill confidence in the employee for the work they are completing

### ENABLING IMPROVED PERFORMANCE

LFP-MFR features the Motivation Planner and job aid card so the participants can fine-tune and apply skills and behaviors on the job. Involving management and training them to coach is key for a successful implementation.

### VALUE PROPOSITION

LFP-MFR helps managers understand optimal work conditions under which employees are more likely to feel motivated. Managers can motivate by creating work conditions that contribute to high performance and thus higher output.

### APPROACH

LFP-MFR is a half-day instructor-led module that can be facilitated by Wilson Learning or by a leader-trained in-house professional.

This enables:

- Face-to-face interaction among the participants and the facilitator
- True-to-life skills practice with immediate in-person feedback
- The opportunity for real-time commitment to action

### MEASUREMENT AND EVALUATION

Organizations that implement LFP-MFR have access to a broad range of tools to measure initial behavioral changes and business results. For LFP-MFR, one approach may be a web-based survey of participants' direct reports, to identify the degree of change and the differences that this change makes. Other research options are also available.