



wth
growth


The Magic of Motivation

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*Motivation is like food for the brain.
You cannot get enough in one sitting.
It needs continual and regular
attention.*


Peter Davies



What is the motivation magic?

- **Act & do things**
- Do something because you want to do it
- **Willingly work to attain common goals**
- Energized directed behaviour to satisfy personal needs
- **An internally generated activity geared towards satisfying a personal need**

Motivation Magic Principles

- Own reasons
 - 'What's in it for me?'
 - 'How will I benefit?'
 - Constant everyday process in the workplace
 - Everyone is motivated
-  finding the internal tap to turn it on!



What kills the sparkle?

- Apathetic or lethargic corporate culture
- Poor management attitude & behaviour
- Lack of motivating supervision
- Intolerable working conditions
- Unfair compensation programs
- Lack of appreciation & recognition
- Repetitive & boring jobs
- Lack of job satisfaction
- Lack of career opportunities
- Skills not suited to the job
- Lack of quality training
- Rejection by customers



Top 3 Magic Motivators

★ Opportunity for achievement

★★ Recognition for their work

★★★ The challenging nature of their work

The Changing 21st Century Management Mindset & Attitude

- People as an expense  People as an asset
 - Managing others  Leading others
 - Control  Commitment
 - Competing  Collaborating
 - Relying on rules  Focusing on outcomes
 - Using hierarchy  Using network
 - Consistency/Sameness  Diversity/Flexibility
 - Secrecy  Sharing information
 - Passivity/Caution  Risk taking
 - Isolation  Involvement



Casting the motivation spell...

- Establish a caring environment
- Satisfy employee needs
- Communicate clearly & often
- Build commitment & boost morale
- Empower people
- Recognise, encourage & reward
- Simplify goals



Spells (contd.)

- Create a 'partnership' relationship
- Support continuous learning & training
- Promote creative thinking
- Facilitate readiness for change
- Generate humour & fun
- Encourage physical well being
- Stay personally motivated



Rekindling the magic

- Satisfaction of personal needs - Maslow's hierarchy of needs
 - Skills development, mental, manual & social
 - Achievement – reaching one's full potential
 - Power – participating in making choices
 - Respect from others
 - Responsibility
 - Belonging & personal attention
 - Safety & security
 - Physical & mental well-being



Life without the magic

- Lack of motivation
- Negative attitudes
- Lack of commitment
- Frustration
- Resistance
- Lethargy
- Low morale
- Mistakes & errors
- Negative corporate environment



The Motivation Magician's Secrets

- Leads by example.
 - It doesn't matter what you want others to do if you are not willing to set the example first.

'Who you are speaks so loudly I can't hear what you're saying.'

Emerson

- Education for Growth
 - People need to grow in order to work at their peak levels.
 - CPD
 - Self knowledge




Secrets contd.

- Lets the Ideas be Heard
 - creates an atmosphere in which the new ideas are valued and shared
- Puts the Ideas into Action
 - Recognizes and tests the ideas that may improve the company
 - Company will benefit/profit through new ideas
 - Investment in human capital and increased productivity




Secret of secrets!

- The uniqueness of each individual
 - Recognises that each work from a unique set of motivators; different needs; different responses
 - Takes the time to discover what drives each person



How do I nurture my motivation magic?

- FISH Principle
 - Choose Your attitude
 - Fun/Play
 - Make their day
 - Be present
- Personal values
 - Being true to yourself!
- Know that You can make a difference!



The illiterate of the future are not those who can't read and write, but those that cannot learn, unlearn and re-learn

Alvin Toffler