Optimizing Your Own and Others' Motivation

Motivation is a complex state which that you leverage by responding to an individual's short-term needs and their long-term development. Your approach to how you motivate others depends on your beliefs, values and experiences. So unpacking them along with learning the tools and techniques that motivate others is the key for getting great results.

Your challenge is to learn to deeply understand who you work with and what approach fits them best so that you maintain the motivation that delivers results.

How do I know I should attend this workshop?

1. Have you ever wondered 'why is that person so demotivated despite everything I've done for them'?
2. Would you like to help your team be the best they can be but are not sure how?
3. Would you like a better understanding of motivators and demotivators?
4. Would you like to know what really makes an individual tick; and tick better?
5. Might it help to investigate what others do in change situations that need maximum motivation?

If you answer yes to most of these five questions, then this workshop is for you.

What will I do?

In a group of 12 participants, you will work on:

- Understanding your personal beliefs about motivation and how they affect your leadership
- Creating goals and delegating for maximum motivation
- Understanding values, fairness and recognition as root causes of motivation
- Helping others develop their careers as a long-term motivator
- Drawing leadership lessons from both an experiential exercise and a case study

What are the outcomes?

By the end of this workshop you will have:

- Understood experientially that motivation is driven by context, actions and emotions
- Worked through various theoretical frameworks for better understanding motivation
- Reviewed how to set goals and delegate to ensure motivation
- Practiced having a career development conversation to build longer-term motivation
- Experienced a hands-on exercise and analyzed a case study to draw all your learnings together

How do I prepare?

Read the case study 'Barbara Norris: Leading Change' and be prepared to discuss these questions:

1. What are the challenges Norris faces?

2. What does she need to do to increase motivation?
3. What are her quickest wins?
4. Why did we pick this case?

Who is iOpener?
We develop people and organizational performance through the power of happiness at work.