

Understanding and Strengthening Motivation

Situation / Need

Only 15% of employees are fully committed to their company. Motivation determines our work performance. Without motivation, creative work becomes an agonizing suffering every day. We want to motivate employees - is that possible? We mean, maybe inspire, stimulate. How does this work - even with my motivation?

Commitment can be very different at work and in private life. Motivation focuses on motives and goals. Motivation takes place in roles and tasks. The basic priorities of our motivation, our values, change over time. We decide what makes sense subjectively. This decision changes in different phases of life.

Understanding motivation better is a prerequisite for influencing the motivation of others: motivating others is easily demanded rather than doing it. Incentives are fruitful depending on the value system of the other. Work preferences show us what they prefer to do, what they will do better. The task of leadership is, therefore, to avoid demotivation and to revive motivation.

Understanding and strengthening motivation

- Understanding of roles and tasks as a manager
- Own motivation: incentives, needs, values
- Self-Discipline - Willpower vs. Toughness - Values and Priorities
- Different work motivations/preferences according to TMS
- Role requirements in the team and personal preferences
- Motivate others sustainably? Avoid manipulation and demotivation
- Assigning preferences to fair tasks
- Opportunities to maintain, increase and revitalize motivation
- Practical exercise: De-/Re-motivation interview
- Specific motivation in different generations
- Staying fresh with your personal kick-off project

Outcome

- ❖ The participants understand the connections of motivation in the context of their leadership task.
- ❖ They know the factors and characteristics of their motivation better and are more authentic.
- ❖ They can sustainably influence the motivation of others.

Operation

- **Information:** The participants receive a coordinated invitation with contents and working method.
- **Preparation:** The participants define their three most important learning goals.
- **Kick-off workshop mode:** We enable a trustful working atmosphere in a group of up to 8 participants, which enables learning with and from each other. Concrete action plan for the application project.
- **Methods:** Workshop, short and impulse lectures, presentation, tools and techniques, exercises, individual and group work, practical exercises, conversation, feedback.
- **TMS Profile** (optional): Questionnaire and evaluation of the profile of the personal team role or work preferences based on Team Management Systems™. The individual profile results remain confidential between participant and trainer.
- **Transfer support:** approx. 3 weeks after completion, optional individual telephone coaching and advice on the objectives pursued (from 0.5 hours).

Attendees

- Employees who will assume leadership responsibility in the short and medium-term
- Team and project managers who want to lead effectively laterally (without disciplinary competence)
- Managers who want to refresh their leadership skills with the latest findings on the subject of motivation
- A recommended maximum of 8 participants per group for further intensive development

Organizational matters

- Duration of 2 days (Presence)
- Support by the executive is supported with tools.

Benefits

- reconciliation
- Information for participants as invitation text
- In-depth studies: Offers according to literature list
- Workshop as described above, learning diary, worksheets
- Photo protocol with contents, results, and scenes (pdf).
- Optional: Individual TMS profile (Team Management Systems International™)
- Individual transfer coaching and advice (by telephone, from 0.5 hours per participant)

Investment

- We will be happy to make you an offer based on a complete package. Let's talk about your wishes and expectations, details, and general conditions!
- Travel costs and expenses according to expenditure