



“In Performance Motivation we distill volumes of work done on employee motivation to nine principles and show managers how to take action on each principle.”

## Leadership Component 2: Influence Performance Motivation

### Workshop Overview

Managing leaders should be concerned with two questions regarding employee motivation: “What causes employees to want to achieve more than the minimum necessary to keep their jobs?” and “What are the roadblocks in our company that keep employees from excelling?” In *Performance Motivation* we distill volumes of work done on employee motivation to nine principles and show managers how to take action on each principle. We introduce the conditions that dampen performance motivation and show managers how to avoid or correct these conditions. We show managers a leadership routine they can adopt that will create an environment of performance motivation for their people.

### Workshop Objectives

1. Managers understand the nine principles of employee motivation. They understand how to take action on each principle.
2. Managers recognize the conditions within their company that dampen performance motivation and understand how they can correct these conditions.
3. Managers see themselves as leaders in establishing a motivational environment.
4. Managers understand what they need to do as a matter of habit to sustain a motivational environment.

### Take-Home Value for Managers and their Company

1. Employees are highly motivated to continuously improve their performance and take greater responsibility for improving their performance.
2. Managers know how to sustain an environment of performance motivation.
3. Managers can spend more of their time coaching and rewarding successes rather than directing and pushing employees.
4. Performance improves and continues to improve as part of the company's culture.

### Time Frame

Half day

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### **Post-Workshop Coaching**

Steve Dudley Associates is committed to the successful application of our workshop materials. We offer one-on-one coaching as a value-added option for each of our workshops. Please click on the “Coaching” tab to see a description of our workshop follow-up coaching program.

Workshop: *Performance Motivation*

Recommended coaching sessions: 2-4

Suggested areas of coaching support:

- Managers are supported in their initial attempts at taking action on the nine principles of performance motivation
- Managers are supported in their attempts to correct the conditions in their company that dampen performance motivation.
- Managers are supported in developing a routine pattern of behavior that promotes performance motivation.

### **Group Facilitation**

Managers are provided a forum to share their successes at creating an environment of performance motivation and to explore how they can work together to correct the conditions that dampen performance motivation in their company.