

Ready, Set, Engage!
**Motivating People To Peak
Performance**

**Project Conference
2018**

Myths of Motivation

- Myth #1: People are motivated by money only.



Myths of Motivation

- Myth #2: You have to be outgoing be a dynamic extrovert blessed with stunning charisma to move people to their peak performance.



Myths of Motivation

- Myth #3: When people do not work to their full potential, it is a motivational problem.



Myths of Motivation

- Myth #4: If you can't say anything nice to a person, don't say anything at all.



Myths of Motivation

- Myth #5: Motivation only comes from outside inspiration and leadership.



Celebrate What You Want To See More Of!

- Law of Effect.
- Do not take people for granted.
- Feedback, feedback, feedback!
- Develop a “FitBit” Culture.



Ready, Set,

Engage!

"Human Nature has been sold short...[humans have] a higher nature which includes the need for meaningful work, for responsibility, for creativeness, for being fair and just, for doing what is worthwhile and for preferring to do it well."

Abraham Maslow



Employee engagement is a workplace approach designed to ensure that employees are committed to their organization's goals and values, motivated to contribute to organizational success, and are able at the same time to enhance their own sense of well-being.

**\$450 billion to \$550 billion
in lost productivity,**
according to Gallup's *State of
the American Workplace* poll



Up to 70% of
Workers!

The Cost of
Disengaged and
Disinterested
Employees...



MANAGERS

Light a fire
UNDER
people

LEADERS

Light a fire
IN
people

“Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.” Albert Einstein

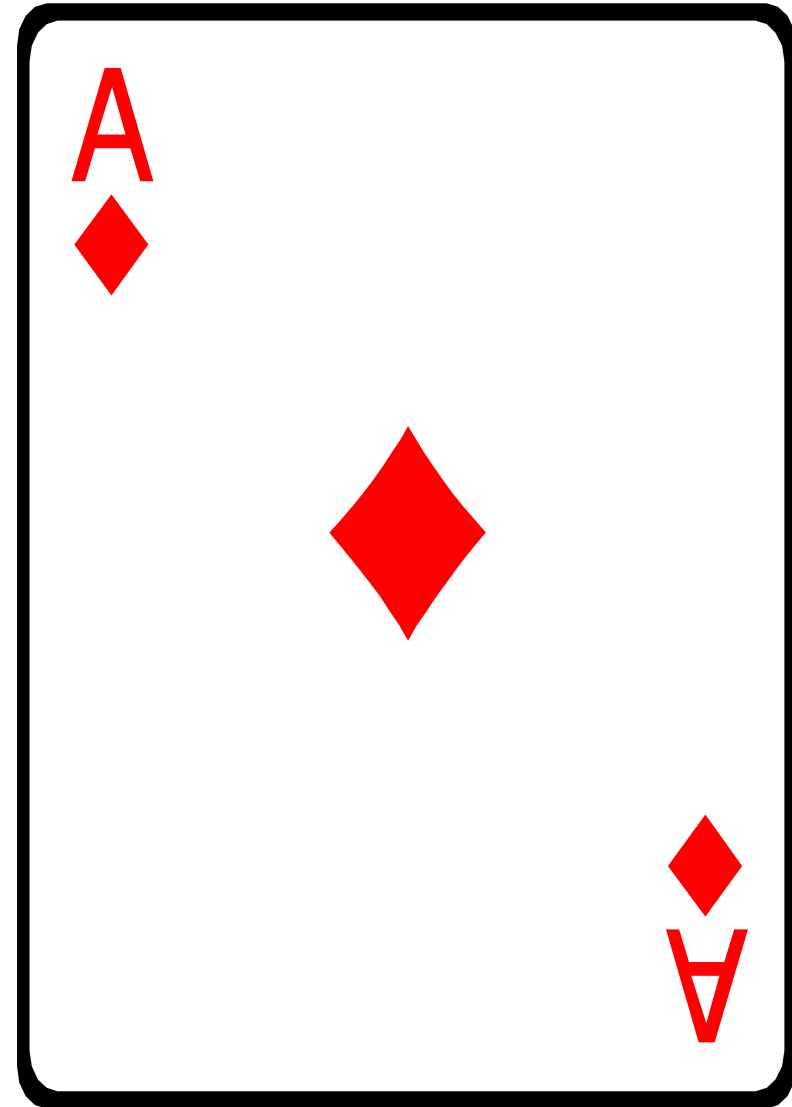
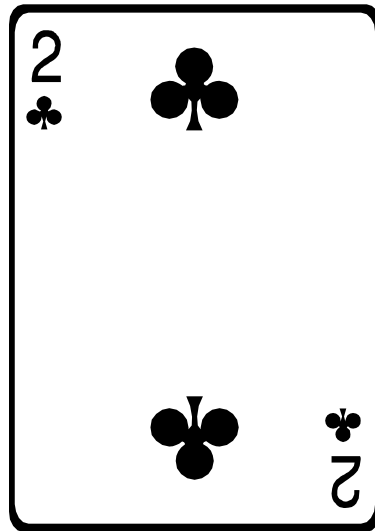


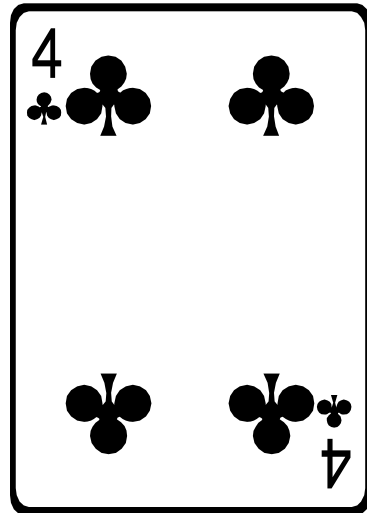
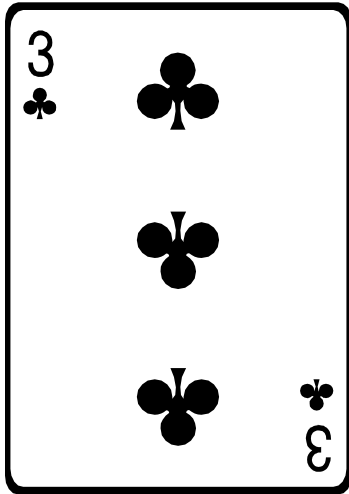
Help People Find Their Place!

“Every person has, at birth, a greater potential than Leonardo Da Vinci ever used.”

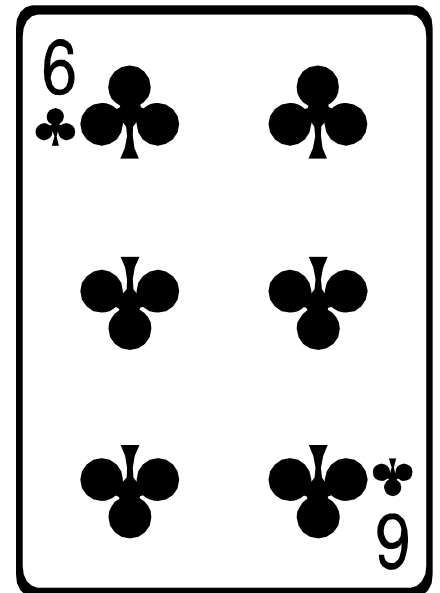
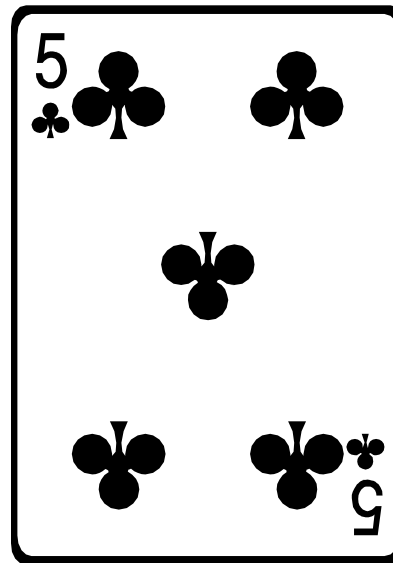
Glenn Doman.

Assess the Individual





Access the
Situation.



Then make
the match!

Engagement

- Share goals, values and responsibilities. Shared responsibility leads to shared success. Nothing succeeds like success.
- Secure the resources your team needs to succeed including time and training.
- *“If you want to build a ship, don't drum up people to collect wood, but rather teach them to long for the endless immensity of the sea.”* Antoine de Saint-Exupery

Engage...

- Reward creativity and initiative.
- Redefine failure.
- Listen, consider, implement.



The Park is FREE!
Your Donations are Gratefully Accepted

WHAT STATE ARE YOU FROM?

Top Ten Contributions by State in August

- | | |
|----------------------|---------------------|
| 1. <u>Texas</u> | 6. <u>Kansas</u> |
| 2. <u>Colorado</u> | 7. <u>Wisconsin</u> |
| 3. <u>Illinois</u> | 8. <u>Oklahoma</u> |
| 4. <u>California</u> | 9. <u>Minnesota</u> |
| 5. <u>Florida</u> | 10. <u>Missouri</u> |



Friends of Garden of the Gods Park (FOGG) is a non-profit organization devoted to the support, proper upkeep, and maintenance of the park. Through your generous donations you help FOGG achieve that goal.

Be
Transparent!

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Be a Coach and Mentor

- A coach is “One who instructs, trains, or guides players or performers.”
- Attitude and culture of committed partnerships.
- You look to a coach to improve your performance, for straightforward feedback, for insight into how you fit into the team...all in the context of trust.
- “A coach is someone who can give correction without causing resentment.” John Wooden

from the work of Dr. Roger Evered and James Selman

Authority, resources, information and accountability are the components of empowerment. If any of these are not present, there is no empowerment, only permission.

Old model: Compliance and Conformity.

New model: Communication, Collaboration, Commitment.

The Challenge of a Diverse Workforce

“Where all think alike, no one thinks much.” Walter Lippmann

If a person is sitting backward on a horse, why do we assume that it's the person who is backward, not the horse?"



*“People who
dance appear to
be insane to
those who can’t
hear the music.”*

George Carlin



**In the early part of the 20th
century to motivate was to tell.
In the later part of the century,
to motivate was to sell.
In the 21st Century...to
motivate...Lead, Coach, Mentor
Facilitate, Encourage,
Teach...Serve!**

