

Leading with Optimal Motivation

Motivation is a skill that can be taught, learned, developed, and nurtured.



OPTIMAL MOTIVATION® and Organisational Vitality

Learn to create a workplace where people flourish through high-quality motivation.

Disengaged employees cost organisations billions of dollars every year.

Understanding that the key to engagement is the quality of an individual's day-to-day motivation, is critical awareness for leaders at all levels.

The leadership learning programme, Optimal Motivation®, reveals that motivation is a skill that can be taught, learned, nurtured, and sustained.

Individuals can learn how to choose a high-quality motivational experience at any time and for any task. Leaders can learn that their role is to help employees make a shift toward an optimal motivational outlook - resulting in optimal engagement.

Optimal Motivation® shifts the paradigm of motivation, helping participants understand that people are always motivated and that it is the quality of their motivation that matters most. When daily motivation is optimal, this leads to highly engaged employees that experience employee work passion over time. Early intervention is the key. Learners explore the Spectrum of Motivation and its six Motivation Outlooks along with how to apply proven best practices based on the science of motivation.

OPTIMALLY MOTIVATED EMPLOYEES ARE

- ✓ Three times more satisfied with their jobs
- ✓ Delivering 31 percent higher productivity
- ✓ Three times more creative on the job
- ✓ Ten times more engaged by their jobs

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WHO SHOULD ATTEND?

Results-oriented leaders at all levels interested in using Optimal Motivation best practices to facilitate people's positive energy, vitality, and a sense of well-being.

Individuals interested in learning the skill of activating Optimal Motivation for themselves to achieve and sustain high performance.

PROGRAMME FORMAT

This flexible programme is available in a one-day, or one-and-a-half-day format for managers and individuals. Participants are equipped with skills and tools to help them utilise what they have learned during the session back on the job for themselves and with others.

The one-day session focuses on the following learning outcomes

- Identify and distinguish the six Motivation Outlooks in the Spectrum of Motivation
- Understand how the quality of autonomy, relatedness, and competence impact a person's sense of well-being, energy, and vitality
- Gain three skills for activating Optimal Motivation: identify a current motivational outlook, shift to or maintain an optimal motivational outlook, and reflect on the shift
- Learn how to apply the three skills to activate Optimal Motivation with others

The one-and-a-half-day format primarily focuses on the leader's perspective, deepening day-one skills and building competence and confidence to activate Optimal Motivation with others.

- Practice facilitating Motivational Outlook conversations
- Explore leadership best practices that promote optimal motivation
- Collaborate with a cohort member on a plan for implementing the best practices back in the workplace

Leveraging the Blanchard Exchange online portal, learners gain access to launch activities, including a video introduction and exercises for a rich asynchronous learning experience before they learn/practice and master Optimal Motivation principles and skills.

Make the choice to help your organisation create an environment where people flourish through high-quality motivation. For more information, contact your Blanchard Consulting Partner.

**Research sources available upon request.*

Ken THE **Blanchard**
COMPANIES

Blanchard
NEW ZEALAND

Blanchard International Group New Zealand Limited

E - service@blanchard.co.nz

P - 0800 25 26 24

W - www.blanchard.co.nz