



management effectiveness

Principles of Motivation

The manager's ability to motivate people to higher levels of performance and effectiveness can multiply their capability as an executive. By motivating people continuously and correctly, managers can dramatically improve performance and results.

The subject of individual motivation, why people do the things they do, has been studied and researched for many years. Now we know more about how to structure environments so people want to perform at their best.

Even the best people won't perform up to their capabilities without a motivating environment--and a manager with leadership skills. One of the most powerful forms of motivation is what is known as servant leadership. The leader who sees himself or herself as a servant and who does everything possible to help others perform at their very best is practicing the highest form of servant leadership.

You become a motivational leader by motivating yourself; and you motivate yourself by striving toward excellence, by committing yourself to becoming everything you are capable of becoming. You motivate yourself by throwing your whole heart into doing your job in an excellent fashion. You motivate yourself and others by looking for ways to help others to improve their lives and achieve their goals. You become a motivational leader by becoming the kind of person others want to get behind and support in every way.

Understanding how and why people perform and behave the way they do is essential for managerial effectiveness. Every person is different, and every person is motivated by some of the things some of the times.

Workshop Topics

- Maslow's Hierarchy of Needs
- Theory X and Y
- Hawthorne Effect
- Motivation Climate
- Pinpointing, Recording, Involvement, Consequences and Evaluation
- McGregor's Model
- Herzberg Model
- McClellan's Theory
- Five Musts of Motivation
- Specific Motivators

For more information:

Contact Lewis Associates, Inc.
at lewisadvantage.com or (708) 386-3377.



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