

# Leading for Performance: Motivating for Results

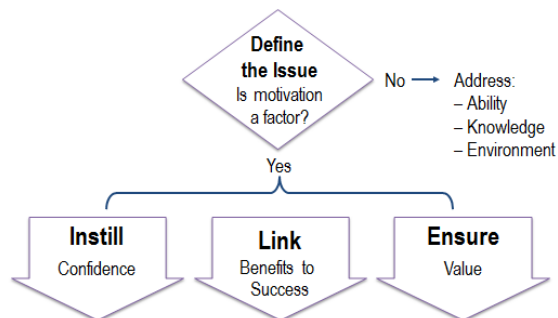


Through managers, organizations need to develop methods to help employees stay motivated and engaged so results are consistently high. While the individual ultimately determines motivation, managers can influence the conditions under which they are more likely to be motivated. This program provides essential insights, knowledge, and tools that managers can apply to create an environment where employees can feel motivated and be successful.

*Leading for Performance: Motivating for Results* (LFP-MFR) helps managers learn how to influence motivation. When motivation is a factor, managers need to instill confidence that efforts will lead to success, success is worth having, and the effort will result in something that is of value to employees.

Participants learn specific skills and tools to help them create greater value for employees on the job.

## Motivation Management Process



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## Program Outcomes

LFP-MFR helps managers understand optimal work conditions under which employees are more likely to feel motivated. Managers can motivate by creating work conditions that contribute to high performance and, thus, higher output.

## Learning Approach

LFP-MFR is a half-day instructor-led module that can be facilitated by Wilson Learning or by a leader-trained in-house professional.

This enables:

- Face-to-face interaction among the participants and the facilitator
- True-to-life skills practice with immediate in-person feedback
- The opportunity for real-time commitment to action

## Enabling Improved Performance

LFP-MFR features the Motivation Planner and Job Aid Card so participants can fine-tune and apply skills and behaviors on the job. Involving management and training them to coach is key for successful implementation.

## Measurement and Evaluation

Organizations that implement LFP-MFR have access to a broad range of tools to measure initial behavioral changes and business results. For LFP-MFR, one approach may be a web-based survey of participants' direct reports to identify the degree of change and the differences this change makes. Other research options are also available.

Key Learnings Are . . .	Your Leaders Will Be Able To . . .
The Challenge of Motivating	Influence the conditions under which an employee works, along with the direction and effort put forth by the employee
What to Do	Define the issue, link benefits to success, and ensure value in the work that is being done
How to Do It	Instill confidence in the employee for the work they are completing

**Continued**

Wilson Learning will partner with your organization to measure the initial behavioral changes and business results. We will work with you to set up evaluation systems that help improve outcomes and sustain the momentum of your implementation.

**This offering, like all others from Wilson Learning, can be customized to reflect your environment and business priorities and can be integrated with your processes.**