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Leadership Insights

Motivating People

Motivation is a powerful tool that can increase performance and results across many of life's endeavours and pursuits including leading other people. Yet motivation is also one of the most misunderstood fields in business and leadership, and many organisations and leaders have inadvertently implemented activity which has resulted in the de-motivation of their people—the exact opposite of what they intended.

Motivation Issues

Good intentions are important and honourable, but unless they are managed appropriately they can become counter-productive or even destructive.

With good intentions many leaders have fallen into the trap of trying to motivate their people based on actions or events that they themselves find motivating—they assume that what motivates them will also motivate their people. Unfortunately, this can have a mixed to devastating impact on people...e.g. imagine a leader with a DISC Style behavior of 'Dominance' trying to motivate a team member by giving them an 'opportunity' to be involved in a project that will lead to re-structuring and job losses, when the DISC Style behavior of the team

member is 'Steadiness' - too often attempts by leaders to motivate their people are based on the Golden Rule—"do unto others as you would have them do unto you", instead of being based on the Platinum Rule—"do unto others as they want done unto them".

Motivating Your People

Motivating people is unique and diverse for each person, and requires leaders to consider the following 3 areas:

- 1. Understand People**—spent time, ask questions, and listen to people to identify what really motivates them
- 2. Restrain Your Ideas**—your ideas may motivate you but not the other person, so allow the other person/s to get involved to shape what really motivates them
- 3. Implementation**—once you know what motivates the person, implement the activity so it can deliver results

Leadership Development:

Eastview specialises in equipping leaders with critical strategies, behaviours and practical actions that assist them lead, develop, and motivate their people more effectively to increase performance and results.



About Eastview

Eastview specialises in delivering incisive, strategic and results-changing Leadership Development Programs, Workshops, Coaching and Consulting to organisations throughout Australia which are:

- Individually Designed** - to address your specific challenges, opportunities and organisational requirements
- Strategically Planned** - to align with your strategies, competencies, performance measures and culture
- Incisive in Content** - using world-class resources, comprehensive content and extensive experience
- Results-Changing** - by focusing on practical application to drive change and improvement
- Excellent Value**

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