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Employee
MOTIVATION



Improving Individual & Team Motivation

There Are 9 Core Reasons Why Your Team Go To Work... Only ***1** of Them Has Anything To Do With Money

***MOTIVATION:** With no language to describe it, no description of it and no way of measuring it, this leads to no plan, no action, and no outcomes.

Motivational Maps® used in **HDA leadership/personal success programmes** solves this problem for you or your organisation – our solutions are formed from the best selling book: *Leading & Developing High Performance* By Dr Derek S Biddle

What is Motivational Maps®?

Performance in any organisation depends upon the right direction, the appropriate skills and massive amounts of motivation. Motivational Maps provide the solution to what is probably the most difficult of these three to manage and sustain - MOTIVATION.

It is a simple on-line diagnostic tool that:

- enables individuals, teams and organisations to understand and prioritise what motivates them
- reveals how motivated they are
- provides practical & effective tools that increase motivation at all levels

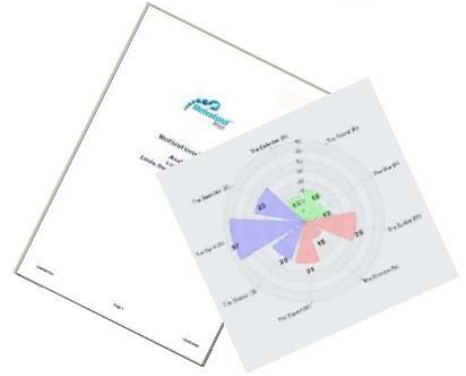
How does it work?

A personalised Motivational Map® is produced detailing the person's top three Motivators, lowest Motivator and their level of motivation.

The Motivational Map® is based on three clusters of motivation: motivation met through the **relationships** they have; motivation met through **work**; and motivation met through their individual growth (or **'self'**). Within the clusters, there are nine individual Motivators.



Motivational Maps®



HOW MOTIVATIONAL MAPS® IS BEING USED BY OTHERS...

RECRUITMENT – gives added depth to your recruitment discussions and selection

TEAM BUILDING – enables your teams to quickly see where gaps and conflicts might emerge. Determine how to drive your team together for maximum success

PERFORMANCE MANAGEMENT – your missing link in appraisal discussions enabling you to better understand your staff

REWARD AND RECOGNITION – companies can assess the effectiveness of their reward and recognition strategies and deliver cost savings

REDUCE COSTS – most think poor performance has more to do with skill shortages than motivation and unnecessarily spend on skills development

CAREER TRANSITION – understand an individual's underlying drivers and motivations. Making career choices easier

STAFF RETENTION – motivated staff are much less likely to leave and much more likely to perform to high levels

LEADERSHIP & MANAGEMENT DEVELOPMENT – understand why your team do the work they do, key motivators to work on and practical approaches to implement



The Builder



The Director



The Creator



The Defender



The Searcher



The Spirit



The Friend



The Expert



The Star

Why use it for your individuals and teams?

Even the most talented individual will not reach peak performance if they are not motivated. When your people understand what motivates them, they are able to start influencing how to have those motivations met.

Motivational Maps® provides individuals with:

- A clear understanding of exactly what motivates them
- The degree to which these Motivators are currently being met

For the areas where motivation is high, individuals are able to pinpoint what they need to keep doing to maintain, or further increase, motivation levels.

Where motivation is low, individuals are able to consider how to adjust elements of their life and work to turn around motivation levels. This then positively impacts on their level of performance, and happiness, at work.

What do the Motivational Maps® offer?

Managers and organisations can quickly and easily identify what is driving the success of individuals and teams and take appropriate actions to help **maximise performance**.

A practical and memorable language to discuss the subject of motivation – enabling **more meaningful appraisal discussions** where this important topic is often overlooked.

Kick-starts rich conversations between individuals and within teams about what is valued, how they want to be managed, and how to **overcome conflict**.

Organisations are provided with valuable information about the likely effectiveness of **reward and recognition strategies**.

Introduces a new and dynamic dimension to people management which focuses on an employee's **drivers**, rather than personality traits.

Metrics allow a real **link between people management and performance** enhancement.



Motivational Maps® provides invaluable information for the manager, establishing exactly how motivated the team is, and which Motivators dominate.

“Individuals have a useful reference point to start to understand what motivates other people and what they can do to communicate with them more effectively, manage them, influence them, or simply get on with them.”



What you get: 10 page report reveals your key motivators. Including at least 6 ideas profile reward strategies & Change Index Score – how ready for change is the team/individual?

OUR PROGRAMMES MAKE YOUR PEOPLE THE BEST THEY CAN BE. WE'VE DONE IT FOR *OTHERS

If you would like to know more about **Motivational Maps®** and how we use the tool to provide 'best in class' solutions for organisations just like yours, call us on **08452 60 95 40**

Ask us how we use it for: **Leadership & management development, team building, recruitment, performance management, reward & recognition, career transition or staff retention.**

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We partner with organisations including many of the largest and most successful organisations in the world, as well as to the public sector and SMEs. We develop long-term relationships with the organisations with which we work, delivering a broad range of human capital consultancy projects and services throughout the full employment life cycle.

* Some of our clients:



Our Book:
*Leading & Developing
High Performance*

By Dr Derek S Biddle

★★★★★ **Brilliant**

By Alison

Format: Paperback



This book is excellent. It offers practical, usable advice for both new and experienced managers. It's common sense, but you realise that it's only common sense once it is pointed out to you.

SUMMARY

- ✓ An online tool individual and team motivators and de-motivators
- ✓ The only motivation tool that enables you to track and measure individual/team motivation levels
- ✓ Application rich findings can be applied to every stage of the employment lifecycle and support employee engagement strategies
- ✓ Provides a language for motivation which makes the subject more tangible enabling targets/goals to be set around this previously elusive area
- ✓ Provides valuable information for developing an individual's or team's performance
- ✓ Supports and enhances other information gained via psychometrics

Further Reading FREE E-BOOK

*7 Biggest Mistakes
Managers Make When
Motivating Staff*



Request your copy - email:
info@hda.co.uk