

Charismatic Manager Academy

- Motivating and empowering the team

#1 How to motivate disengaged employees non-financially? Motivating 3.0

You will discover the power of the psychology of motivation and learn and get practical tools that will help you motivate your employees even in the most difficult situations, e.g. when they want a raise they don't deserve or for which you don't have the budget.

- 10 strongest universal, preventive **non-financial motivators** , stronger than a raise,
- **Conditional and unconditional rewards** - how to use them to cultivate the employee's long-term motivation and not spoil his **internal motivation**?
- You will discover **which rewards** - often used by managers - **destroy** the employee's long-term motivation, giving only a very short-term effect
- What is **Motivation 3.0** and why does the "carrot and stick" model no longer work? What is the importance of needs in motivating and how to use them in motivating?
- **Maslow's pyramid of needs** , which does not always work - what to do to **motivate with an inverted pyramid** (i.e., so that physiological and safety needs are not the most important)
- Herzberg's theory with a practical tool for its application
- How to motivate Generation X/Y/Z (Millennials)?
- How to regularly check the level of motivation and react on an ongoing basis to prevent it from decreasing? Practical tool: **Motivation Matrix™**
- How to motivate **with the advanced technique "4GROW™ Non-Financial Motivation Algorithm "** in the event of a conflict of interests and expectations with an employee:
 - disengaged (e.g. packs ahead of time, works at maximum 100%, does not take the initiative, etc.)
 - setting expectations that are impossible to meet (e.g. wants a raise, promotion, other projects, another change, a new car, etc.)
 - demotivated (works below 90% of capacity, complains, spoils the atmosphere, refuses to perform tasks, etc.)
- What is a **motivation system** , what does it consist of, how does it differ from a remuneration system and how can you, as a manager, easily create it?

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#2 How to motivate a team to be independent through management by values and attitudes - Management By Values

1. What is management by values and attitudes?

- What are values and attitudes?
- How to manage values at 4 levels:
 - Employee values management,
 - Team values management,
 - Employee and team management through manager values,
 - Employee and team management through company values.
- How to show employees the benefits of values-based management?
- What should be the manager's role in managing by values and attitudes?
- What should the process of managing values and attitudes look like to bring short- and long-term returns on the investment of your time?
- What is the role of an employee's identification with your and the company's values and attitudes, and how to achieve this in the employee?

2. Practical techniques of management through values and attitudes:

- **Value Cards** – a simple and powerful tool for quickly checking the value of employees and extracting non-financial motivators from them.
- **Value Circle** - a technique of self-diagnosis of team values - how to use it to stimulate the team to take care of the values and attitudes you desire?
- **Team Contract** – how can a manager use values to build expected attitudes in the team?
- **"Wind in the Sails"™** - a technique of discovering the strongest individual motivators (remaining in the employee's memory for years) at the level of values and combining them with the values of the manager and the organization,
- How to **strengthen motivation** to achieve goals by extracting employee values?
- **STAR** – How to examine the values of job candidates and employ employees matched to the company and team in terms of values and attitudes?

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- **Motivation Matrix™** - how to translate motivators from the level of needs into even deeper levels - values and beliefs thanks to which we can **motivate more strongly**,
- **4GROW™ Non-Financial Motivation Algorithm** – a **motivating technique** when the employee is unable or willing to meet the needs and expectations
- **Matrix of values and attitudes™** as a starting point for shaping and correcting employee attitudes and values,
- **ZPZU and feedback** as development conversations within the framework of "instant feedback" to strengthen and correct attitudes and manifest values,
- **5 Team dysfunctions - level II** - how to make employees:
 - were involved in achieving the goals,
 - they felt responsible for them,
 - they attached importance to results.

#3 How to talk about values to inspire change and engage?

- **Through the boss's Expose - level II** - thanks to a vision that is beneficial for the employee so that he or she wants to implement the values of the manager and the company,
- **Through individual conversations** so that the employee is clear about what the manager expects from him and thanks to this he can work in line with your expectations for a year.



Do you have any questions?

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