

The Golden Key to Employee Motivation



The latest business studies continue to support what all managers intuitively know to be true: motivation is a critical factor in retaining the best employees and ensuring good performance. A few examples:

- Motivation development program participants evidenced a significantly higher rate of advancement within their company than did a control group (Achievement motivation training and executive advancement. Journal of Applied Behavioral Science).
- The shareholder performance of organizations on Fortune magazine's list of 100 best companies to work for outperformed the general S&P index by as much as 300 percent over a seven-year span according to the Great Place to Work Institute and the Russell Investment Group.
- Motivation development programs can increase performance by up to 44 percent in teams and 25 percent in individuals, according to "Incentive, Motivation, & Workplace Performance," a study by the International Society of Performance Improvement.
- A large number of studies on employee engagement prove that engagement has a significant impact on the profitability of organizations. Motivation is a core component of employee engagement. Meta-analysis of John Gibbons, the Conference Board.

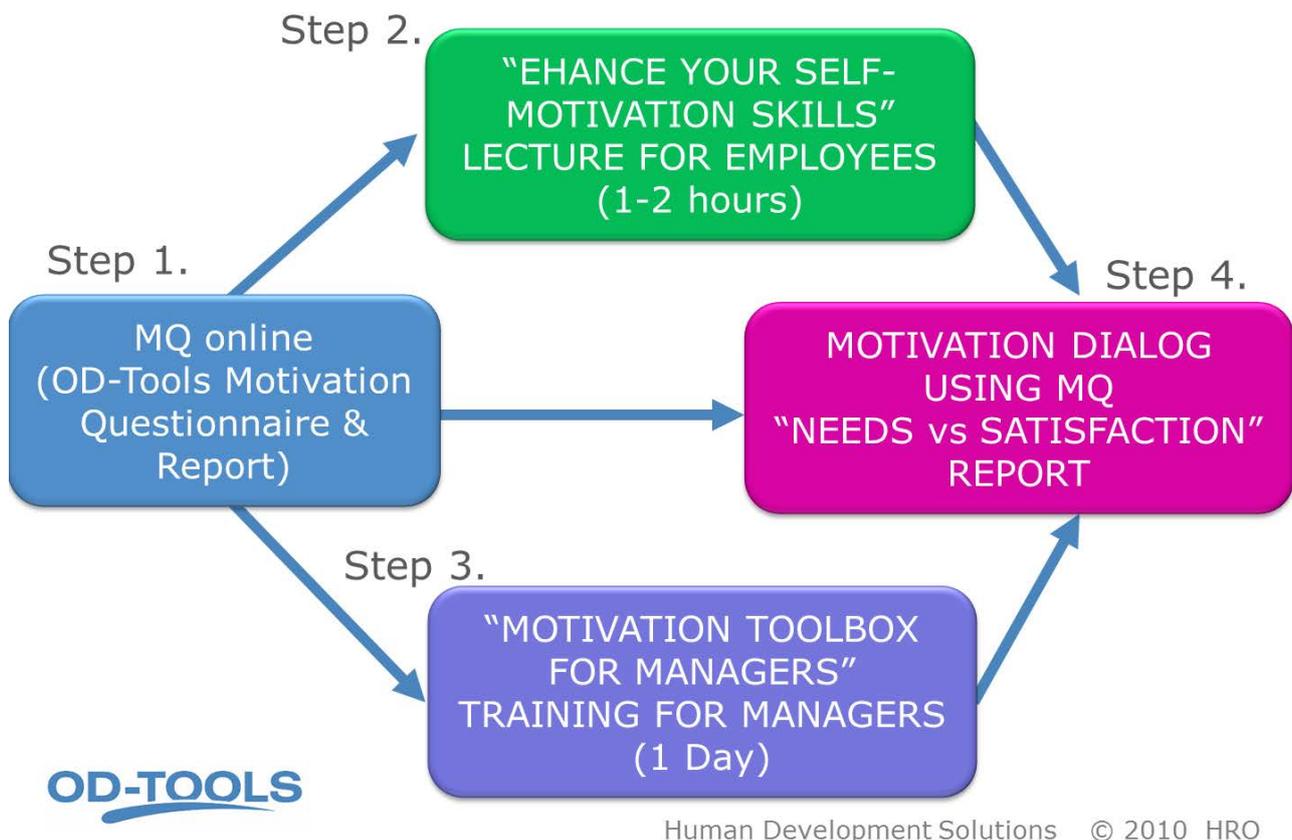
In this context, did you consider:

- How well are your line managers equipped with motivation tools and techniques?
- How well do your line managers understand the individual needs of each direct reports they manage?
- How well does your organization understand the needs of different employee groups, and your key employees?
- Does your organization know the leaving risk of your key employees? Would you like your organization to be more proactive and efficient in retaining them?
- Would you like to increase the positive energy and intrinsic motivation of everyone in the company?

The Golden Key to Employee Motivation provides you with tools and practical steps to increase motivation and retention, enabling your company to benefit from the scientific research about human motivation.



The Golden Key to Employee Motivation Solution:



Step 1, the key component of the solution is the **Motivation Questionnaire** (OD-Tools MQ), an innovative psychometric questionnaire and report. It is not only mapping the key needs and satisfaction levels for each individual participant, but it works as a catalyst to develop intrinsic motivation as well.

Step 2 is a short lecture increasing the intrinsic motivation of employees by explaining them what is intrinsic motivation, why is it good for them, and ways to enhance it. The MQ report gives them insights how to achieve this.

Step 3 provides managers with further methods to increase the intrinsic motivation of their employees, and teaches them the "Motivational Dialog" technique based on MQ reports. MQ accelerates their learning and helps them to connect theory with their daily work.

Step 4 is the "Motivational Dialog", one-on-one talks between employees and their managers. Step 3 prepares managers to handle this dialog well. MQ facilitates more substantial positive dialogs between managers and their staff members to discover more win-win, to maximize the benefits for both employees and the organization.

The components of the solution complete and reinforce each other, resulting in **higher employee motivation and retention**.

Benefits to the Organization:

- Managers will understand their role as Motivators better;
- Managers will be equipped with tools and methods to become better Motivators;
- Managers will have the tools and techniques that allows them to talk about the sensitive topics of motivation with their people in a proactive, positive manner that minimizes difficulty and risk for both sides;
- Managers and the organization will understand the needs of each individual much better;
- Employee motivation and retention will be increasing.

Benefits to the Employees:

- Employees will understand the importance of Self-Motivation;
- Employees will be equipped with proven methods to increase their intrinsic motivation;
- Employees will feel that the organization and their managers do care about them.

Unlock performance potential. Motivate and retain employees more effectively. Increase the vitality of the organization in a sustainable way.



Please contact us for further information.