

Maintaining Motivation

According to Gallup, **only 21% of American workers strongly agree that their performance is managed in a way that motivates them to do outstanding work.**



This 45-minute interactive seminar outlines the **seven main motivators at work**, helps teams and their managers understand how different team members are motivated, and provides a framework for conversations and management structures that **inspire more motivated employees.**

Outcomes:

- Understand the different ways people are motivated and how different “motivation types” function in the workplace
- Learn how to effectively motivate individuals and teams
- Implement management best practices that will keep yourself and your team motivated long-term

How to Make Goal Setting Work at Work

Do your employees and teams have the tools they need to **achieve their goals**? And how often do those goals stick? When goals aren't clearly communicated, measurable and attainable, they aren't just ineffective - they drain the focus right out of your most talented team members. This 45-minute interactive seminar will help both team members and managers **set quality goals and implement systems to ensure they achieve them.**



Outcomes:

- Understand how to apply the SMART goal-setting framework to the workplace
- Learn how to evaluate priorities
- Understand the importance of developing systems to facilitate goals
- Practice setting SMART goals and developing support systems for achieving them

Creeps Need Not Apply (Scope Creep, That Is)

Scope creep (n.) changes, continuous or uncontrolled growth in a job's scope. Also called "kitchen sink syndrome."



In a recent study of Human Resources professionals, **95 percent said employee burnout is sabotaging workforce retention.** When was the last time you sat down with your team and evaluated exactly how they spend their time and what responsibilities are on their plate to ensure that they can succeed without burning out?

Outcomes:

- Learn how to evaluate job scope
- Develop tools for assessing and preventing job scope creep

Give Your Team the Freedom to Focus

Studies show that employees are interrupted a staggering **20 times per hour.**



While some of these interruptions are self-imposed, (like not silencing text notifications on a personal cell phone), many are perpetrated by the way your organization functions. By implementing communication and workflow protocols that give your team the freedom to focus, you will see a drastic improvement in productivity, less frustration and burnout, and better morale at work.

Outcomes:

- Have an honest discussion about sources of interruption in the workplace
- Identify areas of improvement in communication and workflow protocols to foster better focus
- Implement strategies and tools to keep your team focused and productive