



Happening  
PEOPLE®

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• Corporate training • Executive coaching • People management consulting

## What's Happening?

The newsletter for switched on people  
Autumn issue 76 - from Samuel Day

### Motivating People

One of the most common questions I'm asked when coaching managers one on one is;

“How can I motivate our people?”

This question presupposes that managers and executives have control over people's motivation. I'd suggest they don't but they do have control over the environment. It is the environment which can influence and elicit behaviours and attitudes for people to chose to be motivated.

Below I have listed some areas for consideration when your focus is on addressing peoples motivation to buy into strategy execution in the workplace.

1. **Promote from within** – particularly people who demonstrate the behaviours aligned with the org strategy and balanced with outside knowledge.
2. **Share information** – share company results and financials and demonstrate how daily performance is associated to it. Sales/cost wall charts are simple but useful.
3. **Link Visions to Society** – show how what the business provides is great for society at large.
4. **Environment** – get people involved in the design and selection of the workspace.
5. **Ask for feedback** – genuinely value and listen to feedback and demonstrate action in response.
6. **Flexibility** – be flexible with company policies and procedures where possible.

Of course this list is not definitive and effective leadership and Performance Management are critical but they are worth considering to enable and empower people to chose to be motivated. Even if you are not the manager you can still implement these for yourself.

### Personally speaking

#### 2007

I'm proud how we have integrated the work we do in Executive Coaching, Corporate Training and People Management consulting into an original TV show which is inspiring and entertaining.

My guests on the shows are switched on people and my production team have worked incredibly hard to bring them together over the years.

Now all the TV shows are featured with their own online TV channel on you tube.

The great thing is you can view them in full screen, fast forward, rewind, send them to friends or watch parts of shows which appeal to you – very flexible.

The channel to go to is [www.youtube.com/happeningpeople](http://www.youtube.com/happeningpeople) I hope you like the new TV channel. Kind regards,  
Sam

*PS remember if there is something you like about this company and its work please tell others, if there is something you don't please tell me!*