

Walk On Waves Coaching

Speciality & Fine Foods Fair 2010
Motivating your team: A Recipe for Success
: A Coaching Perspective

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Welcome

What we are going to do..

- Guidelines: how to get the most from this session
- Find out how motivated you are
- Look at the impact your levels of motivation have on you and your team
- Explore what motivates you (in your business and elsewhere)
- Start the process of discovering what motivates individual team members?
- Ideas party – brainstorm new ways to motivate yourself and your team
- Debrief – what have you learnt including helping you identify what you want to do differently.
- Hear how you can claim £1000 of government funded coaching which you can use to help you with motivation or with your top business challenges

Guidelines:

How to get the most from this interactive workshop session

- The more you participate the more you will benefit
- Your choice to participate or opt out of a conversation
- Personal responsibility – for what you share
- Confidentiality – Honour any confidential information that is shared with you
- Invite a non judgemental attitude
- Use everything for your learning and growth
- The time for each conversation may be exactly right for you, too much or too little. Wherever possible, gear your discussion to the given time available.
- During the sharings, I may wander amongst you: if you prefer that I don't hear your conversation, wave me away
- This session is designed to give you some useful learnings to take away and implement
- Do capture your learnings by writing them down.

Find out how motivated you are

- Score your own motivation levels both over your last working week and in general – where 10 is highly motivated and 0 is not motivated at all.

What impact are your levels of motivation having on your self and on your team

- Simply write down (or if you prefer reflect on) the impact you are seeing (is it largely positive, negative or neutral).

What most motivates you currently?

Brainstorm in small groups of 2's or 3's.

What motivates and de-motivates your individual team members? How do you know?

Brainstorm again in 2's or 3's: ideally with different people so you can hear what others have to say.

Ideas party – What are you not doing that you could be doing to motivate yourself and/or your team

- **Form into different groups of 3 or more**
- **One person from each group volunteers to be leader and scribe. His or her role is to prompt if necessary by continuing to ask the question and/or to say “what else” as typically some of the best ideas come to groups at the end of the brainstorm.**
- **Part 1: Brainstorm**
- **All ideas are listed and are valid at this stage.**
- **Discounting of ideas is not allowed.**
- **Part 2:**
- **Note down what you want to commit to implement for yourself and your team**

Summary of Learnings

- What are the most useful thing/s you can take away?
- What insights have you had?
- What could you do differently as a result of this session?
- What will you do differently?

You may also be interested in:

- Identifying the top causes of de-motivation and finding out how to avoid them
 - The importance of goals in motivation and knowing how to create goals that motivate
 - Why it is key to have a motivating vision for your business: How to create a vision if you don't have one and what to do if your vision doesn't motivate you sufficiently
 - Identifying your own strengths, areas of development and leadership styles
 - How to assess and motivate individual team members according to their individual needs.
 - Identifying “out of work” factors that are impacting on motivation (for both yourself and your team) and creating an action plan to deal with these factors
- * If you are, you may be interested in group coaching sessions– which can be free of charge via government funding or in individual coaching programmes (which are funded up to £1000) if you meet the qualifying criteria. 11

Special offer: Opportunity for £1000 of government funded coaching with us

- Choice of 121 or group coaching tailor-made to your specific needs:
- Use the funded coaching to help you with motivating your team – or business development challenges and/or with any area of your business or even your personal life.
- The most popular areas for coaching are leadership (including motivation), business development, building confidence, mastering time, developing creativity, and managing stress
- * Most English companies with between 4 and 249 employees can apply for the funding, subject to availability, and applying before 30 September 2010

How to find out more:

- Leave me your business card and annotate it as follows:
- Put a “G” on the card to indicate your interest in finding out more about government funding
- If you would like my 7 Top Tips for Motivating your Team, also put a “T” on your card.
- If you are interested in group or 121 coaching, but don't qualify for the funded offer (either because your business is smaller than 4 people or bigger than 249, or you aren't a director/MD/dept head, or your business is based outside of England, you can still benefit from coaching. Simply put a “C” on your card to indicate your interest.
- You could have two letters on your card to indicate your interest in coaching and in my 7 Top Tips.