

Motivating the Team



Show Your Leaders How to Combine Trust, Environment, Interests and Motivation Factors to Develop High Performing Teams

Interactive Bite Size Coaching Pack with Simulation

Description

Inspiration, passion and enthusiasm – essential ingredients of high performing teams. Skills and knowledge are critical, but motivation is vital!

Show your people how to motivate individuals and the team to deliver outstanding performance. Leaders learn how to mobilise the team through:

- **Developing trust based relationships** – how to build relationships that give people the confidence to deliver.
- **Building the workplace environment** – how to create an environment where people are committed, creative and inspired to deliver outstanding performance.
- **Recognising value based interests** – how to recognise the things that people value and align those values with the job role to achieve outstanding performance.
- **Activating motivation factors** – everyone is different. To inspire outstanding performance, the leader must understand what motivates each member of the team.

Simulation Content

In the '**Motivating the Team**' simulation, your people face the challenge of leading a senior team through a product launch that is key to the future. The challenge is to make decisions that will build trust, create the right workplace environment and utilise value based interests to motivate this team to a breakthrough performance. A simulation in which leaders discover the power that motivated people will bring to business performance.

What You Will Receive

The easy to use '**Motivating the Team**' Bite Size Coaching Pack comes complete with professionally prepared materials that include

- Motivating the Team business simulation
- PowerPoint slides
- Coaching guide
- Coach's notebook
- Participant notebook
- CD containing the simulation, PowerPoint slides and PDF files of all materials, **which you can print from the disc as often as you wish.**

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How the Programme Works

This powerful and effective **Bite Size Coaching Pack** is designed to last between **90 – 120 minutes** and to be delivered in three stages:

Stage	Activity	Outcomes
Coaching Time: 45-60 Minutes	The coach takes the participants through the programme. This integrates lecture and debate with practical projects and personal exercises. PowerPoint slides, detailed coaching guide and notebook are provided for the coach. Participants have a detailed notebook to use and retain.	The content drives new skills, knowledge and behaviours which are practised in the simulation. Group and individual projects challenge participants to think how they will implement this new learning in their personal roles.
Simulation Time: 30 minutes	Participants are challenged to make decisions on realistic situations they are likely to face in their personal roles. They debate each decision and reach consensus on the best option. The debate is a highly effective step in the learning process. We recommend that participants work in teams of four. However, the simulation works effectively as a one on one coaching aid.	People learn from the experience the simulation creates - reflecting on the decisions they have made and their consequences. This unique approach embeds learning, achieves high levels of retention and – most importantly- gives people the confidence to apply these skills in their personal roles.
Feedback Time: 30 minutes	Participants review the feedback provided by the simulation and then regroup with the coach. The coach will discuss each decision, comparing the decisions taken by each group – or individual – and will clarify which choices are correct and the learning that sits behind them.	Everyone leaves the programme with improved knowledge of how to successfully implement the skills learnt.

Group Size - this will vary based on how comfortable the coach is with large groups. As a minimum, we would suggest 6 and a maximum of 20 participants.

Individual Coaching – the programme works very effectively as a one-on-one event when there is a need to address a specific skill area with one individual.

Equipment

To run this simulation event, you will need:

- A pc or laptop for each team, or individual participant, with Windows 2000, XP or Vista
- LCD projector
- Flipchart
- Printer – an option that is useful but not essential.