Do it My Way
Get People To Do What You Want Them To Do
Forcing Your Will

He who wants to persuade should put their trust not in the right argument, but in the right word.

The Power of Purpose
POWER of Persuasion vs. FORCE

- Sometimes people don’t l...
- Sometimes your good idea...
  - Your employees learn to understand your v....not just ob...
- Your business becomes one with a future that is determined by r..., rather than au
- You make fewer e...
3 checks and then ... ATTITUDE STRATEGIES

The road to success is always under construction!

Success
Motivation
Success / Motivation

Success = Goal
Directed Action = Motivation
<table>
<thead>
<tr>
<th>Motivation</th>
<th>Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fear</td>
<td>Force</td>
</tr>
<tr>
<td>Incentive</td>
<td>Reward</td>
</tr>
<tr>
<td>Attitude</td>
<td>Change</td>
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</tbody>
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Formula for SUCCESS

- Success
- Results
- Behavior
- Attitudes
- Conditioning
- Spaced Repetition
Success

Results

Behavior (Act)

Attitude (Habit of Thought)

Conditioning

Spaced Repetition
Powerful, simple technique for imparting purpose

High Pay Off Activities
Motivation Strategies

• Impart and inspire the vision
• Tie work to the overall importance of the organization
  • Conduct Skip Level meetings
• Reassign, or remove negative workers and ineffective management and non-producers
• Eliminate favoritism or those who show it
  • Have an open format blog for Q &A
  • Take a team approach for solving problems.
• Do Motivational Plans
  • Ride-up
Motivation Strategies

• Express appreciation for team member’s initiative. Be specific.
• Personally welcome back team members after vacation or illness.
• Ask the person you report to for a memo of appreciation to a team member.
• Engage in competitive activities-chili cookoffs.
  • Have management cook for a team
• Assign employee of the month parking spaces
  • Do secret summer Santas
• Recognize individual to rest of organization.
  • Improve individual’s work area.
• Delegate a task, stating confidence in individual
Delegation Strategies

- A manager’s responsibility is to get work done through other people. The single most effective technique for achieving this is delegation.
- The responsibility and authority to carry out a specific task or represent you.
- Involves communication and training.
- Determine the level of delegation
  1. Act and report routinely (empower with responsibility)
  2. Act and report immediately (support with coaching)
  3. Seek approval, then act. (support with training)
  4. Wait until told. (support with direction)
Communication Strategies

Shared Goals

6. Focus on behavior or results
5. Accept responsibility
4. Avoid arguments
3. Deal with causes not symptoms
2. Use productive communication skills
1. Maintain positive attitudes
THANK YOU!

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