

# 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**



***MOTIVATION***

***MOTIV<sub>e</sub>***

***AcTION***

# ***MOTIVATION***

**⌘ Fear                      Force                      Temporary**

**⌘ Incentive                      Reward                      Temporary**

**⌘ Attitude                      Change                      Permanent**

# ***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 1\* 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





***THANK YOU!***

Leanne Edwards, Leadership Management International

[www.leadershipmanagement.net](http://www.leadershipmanagement.net) 972.261.9656 Leanne.Edwards@leadershipmanagement.net