



M-Level Systems: M-Guide Reach New Levels

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Million Dollar Question

One of the questions I'm asked most frequently is, "**How can I keep my people motivated?**"

What's really being asked is "**How can I get my people to perform at a high level MOST of the time?**"

How good are you at motivating your people?

Can you really motivate another person?

What you can do is **SHAPE** how they're motivated. You can help shape and channel their existing motivation by creating an environment where they stay motivated.

Great performers are born and made

Personality and general mental ability are major determining factors with performance, although research tells us that successful performance on the job can also be attributed to experience and coaching.

This means as long as your selection system is working...

1. You can coach your people to greatness.
2. You can give them the right experiences to get there.

The first step is to view your people as partners, not as dependents or mouths to feed. **Ask yourself, are you leading a group of followers or are you coaching a team of partners?**

Leading a group of followers can be exhausting and is very lonely work. I recommend the partnership approach.

If your people were asked if they are treated more like employees or partners, how would they respond? Take a chance. Anonymously poll your company or team. Find out where you are. **You've got to know where you are before you can get to the next level.**

Five Ways to Transform Followers into Partners

1. Set up a way to exchange new ideas or solutions on a regular basis.

Could be in the form of a monthly feedback session about a current project, a brainstorming meeting on new initiatives, or whatever fits within your organizational culture.

2. When possible, keep your people involved in decisions about the team and the business.

Asking your people what they think can go a long way in building a feeling of responsibility and ownership. Keeping them on the inside makes them feel like they're part of something.

3. Give your people responsibilities or work assignments that will help them grow in their competencies.

"They're not ready yet" is not always a reason for withholding responsibility. Sometimes we are standing too close to see the great potential or talent in our own people. Weigh the risks and the benefits and look at their past performance as a guiding factor.

4. Give your people opportunities to teach and lead.

Offer them opportunities as specialists, or mentors. Let them run meetings or take turns being project leaders. Ask them what they like to do, then try to incorporate this into their work over time.

5. Take the time to learn how to give and receive feedback.

Once you have it down, it becomes a fun and powerful way to guide your business or team. Your people cannot read your mind. They need to hear the right feedback on a consistent basis.

My suggestion: Take action. Pick any one of these and put it in place this week.

Cheers!

Diana