

Who we are

Remember when your business was younger? It had a vitality, an energy with everybody knowing what was happening and all striving for a common goal.

The business grew but now you feel there is a loss of fizz? Your gut instinct is telling you things should be better after all the investment in people, processes and facilities? You feel there is a loss of clarity of purpose?

If there is a search term “what on Earth do I do next” then this is the answer.

Businesses that have succeeded and grown have an effective way of doing things, their own way, a unique vision and culture, created by the Founders. With growth that culture is inevitably diluted, even lost, as layers of management are added.

What’s needed is a re-focus on the vision, values and culture originally laid down to create an uncopiable competitive advantage suitable to your larger, successful Firm.

And with that, the vitality to re-energise the business

Motivation Matters is your partner to make that happen.

Contact Us

Motivation Matters Limited

Registered Office: c/o Walter Wright Chartered Accountants

89 High Street, Hadleigh, Ipswich, Suffolk, IP7 5EA

Email: stephen@motivationmatters.co.uk

Phone: +44 (0) 1787 378851

Web: www.motivationmatters.co.uk

Job skills requirement and the interview questions



MOTIVATION MATTERS LIMITED

Corporate training

Who this is for

This course is designed for people who create job specifications, the skill sets, and develop the interview questions to test them.

The course is intended to be run on your site in your facilities to avoid venue costs. Alternative venues can be arranged at extra cost.

The course will accommodate between 12 and 24 people from your organization.

Cost

The cost of this one-day course is £900 + Expenses + VAT.

Expenses comprise our actual travel, accommodation, venue and refreshment costs.

Terms are 30 days after the course on invoice.

Learning styles

The course is run in a workshop style. The attendees are given tasks which demonstrate the learning points so helping embed the knowledge and ability.

In this way the learning is part of their own experience and is much more likely to be recalled and used when back at work.

Course materials

Course workbooks are provided to participants as a reminder of what has been covered and to give a medium for the creation of personal notes.

Course Details

Content

1. Evaluating any existing job specification documentation
2. Capacity requirements
3. Innovations and market considerations,
4. Existing team skills
5. Team member growth trajectory planning
6. Identifying the key and secondary skills
7. Ranking the skills
8. Top level questions
9. The follow-up questions
10. Considerations on a practical test

Benefits

1. You recruit to provide the skills you are lacking
2. You are prepared for developments in the skills needed
3. The recruitment provides the mix of skills demanded
4. Each team members has an opportunity to develop
5. Opportunities to retain and develop existing people
6. The recruitment process is fair and transparent
7. The interviewee thoroughly explains his or her skills
8. Training needs are clearly identified
9. The need for a practical test is reduced

Results

1. All Interviewees are given fair treatment
2. Induction and skill specific training can be planned in advance
3. Staff turnover is reduced as the right people are selected
4. New recruits are a better fit into their team
5. The teams are better adapted to the market's demands