

The Inspiring Achievement Programme



MOTIVATION MATTERS LIMITED
Training for corporate success

Programme Details

Content

The Programme is designed to give your people managers the tools, understanding and skills they need to substantially raise employee engagement, increasing performance, profitability and shareholder value.

While there is a core set of skills, your unique needs will be addressed through bespoke interventions as the Programme unfolds.

Benefits

- ⊙ Increase in shareholder value
- ⊙ Organic sales growth
- ⊙ Intensified Customer Service focus
- ⊙ Continual evolution of the business model
- ⊙ Move into the leading group in your Sector

Because of:

- ⊙ Greatly raised employee engagement
- ⊙ Talent retention, development and attraction
- ⊙ Operational excellence
- ⊙ Raised turnover per employee
- ⊙ Raised profit per employee
- ⊙ Become the best quality at lowest cost provider
- ⊙ Increased capacity
- ⊙ Increased innovation
- ⊙ Employees giving discretionary effort

When you want more information, our website contains many articles about the management behaviour needed to create the working environment that makes people interested in their work. www.motivationmatters.co.uk

To download case studies relevant to your organisation, visit our case studies page at www.motivationmatters.co.uk/casestudies

You can take a standard training course to better understand our approach.

When you're ready to talk call +44 (0) 1787 378851.

Alternatively email stephen@motivationmatters.co.uk and I'll be happy to answer your questions.

Results

The Programme raises the ability of your people managers to inspire their staff. This leads to massive employee engagement, significantly improved organisation performance and, therefore, embeds a substantial competitive advantage.

The financial numbers are a simple example. You will see an increase in operating profit due to greater employee commitment, willingness and effort.

You can expect your operating profit to gradually increase by an amount equal to 5% of your wage bill, over the first three years of the Programme. The much improved profit per employee will then continue and is self-sustaining while the workforce stays reasonably the same.

You can use the additional capacity to expand turnover so lifting your market presence.

As well as the financial numbers, you will experience a more dynamic outward looking organisation ready to face any challenge.

The senior executives have time to look at the organisation's environment and spot the next big opportunity.

Managers will be successful, less stressed and find your targets much more achievable through the miracle of discretionary effort.

Evolutionary change is essential for long term success and your people drive those changes, constantly.

Revolutionary change is easier to create as your management team has more time and a more willing workforce, eager to implement the new ideas.

Recruitment is easier as retention increases and you are **THE** place to work, in the area, and the sector.

Your employees are proud of their employer, their own contribution to success and the promotion prospects. They are better paid than average in your sector and enjoy better job security.



Fees

Your business only gets paid when you deliver your product. Because of that we feel we should do the same.

Our fee is 10% of your increased operating profit in the first three full financial years of our involvement. You are invoiced after you have generated additional operating profit so you know the value of the Programme.

We do ask for out-of-pocket expenses which are invoiced monthly. These expenses comprise our actual travel, accommodation, venue and refreshment costs.

The “Additional Operating Profit” is the profit element which is derived from the benefits of the Programme. You can expect the profit element to increase by at least 5% of your wage costs over the Programme.

Our experience is that a Financial Director has a good understanding of the sources of profit in any financial year.

Your Financial Director and our Consulting Accountant will agree the derivation of the additional profit and therefore, the amount of our fee.

Our fee is invoiced six months into the subsequent financial year for each of three years.

Expected sources of additional profit include:

- ⦿ Productivity and process improvements
- ⦿ Customer Service improvements
- ⦿ Reduced employee turnover

In the event of a disagreement on the amount of Additional Operating Profit, you can submit your full accounts for mediation by an independent Accounting Senior Partner of our choosing at our cost. We will both be bound by the outcome.

To view the anticipated financial results of the Programme please visit our website page [The-Inspiring-Achievement-Programme-Additional-Profit-Tool.xlsx](#) for a download to calculate your personalised potential outcome.



The Inspiring Achievement Programme Details

Behaviour change

The Programme works by changing the behaviour of your people managers, whatever their job title, so they create more effective working relationships with their staff.

The people being managed will feel more engaged in their work and the firm. They will want to contribute more and a key part of the programme's success is the managerial actions that allow that contribution to be made.

Once you get to that point where your people are driving small improvements in the business and feeling more valued as a result – you are on your way to succeeding.

There are different speeds possible in behaviour change, faster or slower. A high threat rapid, change intervention will produce ill feeling that will persist for a generation if badly handled! Too slow a change will fail to generate critical mass to enthuse the entire firm.

My experience has demonstrated repeatedly that the time to change the behaviour of 90% of any group is 27 months. The remainder will be split between those who will change very slowly and those who, unfortunately, will never trust you.

The Programme is spread over three years to drive a steady behaviour change at the most effective pace.

Learning Styles

The process of changing people managers' behaviour has to be one of imparting knowledge, creating the conditions where the manager believes what is being imparted and providing a fertile ground for the manager to think about, believe and practise what he or she has heard, seen work in a training room simulation and understands sufficiently to try for him- or herself.

Do not expect your people managers to leave the first training session with a whole new set of skills. Our Workshops put people through experiences where they are guided to see for themselves how groups work and interact, and what it is that lies under that performance.

These ideas are sometimes counter to the very common hierarchical leadership practice (“do what I say”) that has created the comfortable people manager environment by simply passing the blame to the frontline employee.

People managers are people too of course and we need to ensure that people have the tools they need to do their jobs effectively. Simply, that is the prime measure of a manager.

Your Bespoke Programme

Your Inspiring Achievement Programme is designed to best suit your requirements.

You don't want to waste time and money on training that has a zero ROI (return on investment) and this Programme avoids that risk.

Your particular Programme requirements will emerge over time and are a function of your number of employees or number of people management layers, the technology of your processes and the character of your people.

The Workshop elements work best with 12 to 24 people so larger firms will need two parallel training streams.

Smaller firms may need more individual coaching interventions and fewer Workshops.

Whatever your specific requirements your unique Inspiring Achievement Programme will best meet your needs.

Don't forget if you don't get the financial benefit, it costs you nothing.

Example Programmes

Thirty employees

- ⊙ Month 1 - Workshop
- ⊙ Month 2 - Workshop
- ⊙ Month 3 - Workshop
- ⊙ Month 5 - Workshop
- ⊙ Month 7 - Workshop
- ⊙ Month 10 - Review interviews
- ⊙ Month 11 - Follow up meetings
- ⊙ Month 12 - Follow up calls
- ⊙ Month 15 - Workshop
- ⊙ Month 17 - Meetings
- ⊙ Month 19 - Workshop
- ⊙ Month 21 - Review interviews
- ⊙ Month 23 - Follow up meetings
- ⊙ Month 24 - Follow up calls
- ⊙ Month 27 - Workshop
- ⊙ Month 30 - Review interviews
- ⊙ Month 33 - Follow up meetings
- ⊙ Month 36 - Follow up calls

Three hundred employees

- ⊙ Month 1 - Workshop
- ⊙ Month 2 - Workshop
- ⊙ Month 3 - Workshop
- ⊙ Month 4 - Workshop
- ⊙ Month 5 - Workshop
- ⊙ Month 6 - Workshop
- ⊙ Month 7 - Workshop
- ⊙ Month 8 - Workshop
- ⊙ Month 9 - Workshop
- ⊙ Month 10 - Workshop
- ⊙ Month 10 - Review interviews
- ⊙ Month 11 - 2 x Follow up meetings
- ⊙ Month 12 - 2 x Follow up calls
- ⊙ Month 14 - Workshop
- ⊙ Month 15 - Workshop
- ⊙ Month 16 - 2 x Meetings
- ⊙ Month 17 - Workshop
- ⊙ Month 18 - Workshop
- ⊙ Month 19 - 2 x Review Interviews
- ⊙ Month 22 - 2 x Follow up meetings
- ⊙ Month 24 - Follow up calls
- ⊙ Month 27 - Workshop
- ⊙ Month 28 - Workshop
- ⊙ Month 29 - 2 x Review interviews
- ⊙ Month 33 - 2 x Follow up meetings
- ⊙ Month 36 - Follow up calls

These Programme examples are for demonstration only

Who this is for

This bespoke programme is designed for organisations so their people with management responsibility are able to move the firm forward to a more prosperous, secure future in **THE** recognized organisation of choice for Customers, Employees and Investors.

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

The programme accommodates between 12 and 24 people from your organisation. If you need to develop more people, then multiple programmes will run in parallel.

Delivery

Delivery takes place over three years and comprises a core set of bespoke workshops with additional interventions according to your specific needs, revealed as the Programme proceeds.

The core workshops comprise:

- Six days in Year One
- Five days in Year Two
- Four days in Year Three

Additional interventions on an “as required” basis made up of workshops, meetings and telephone support.

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.



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, more successful Firm.

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

Motivation Matters is your partner to make that happen with your bespoke Programme.

Contact Us

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inspiring achievement