

Getting Discretionary Effort (DE)

MOST ACADEMIC RESEARCH AGREES THAT THERE IS AN "AMBIVALENT 75% OF MOST WORKFORCES WHICH REPRESENTS FERTILE GROUND FOR DEVELOPMENT AND PRODUCTIVITY IMPROVEMENTS'. THIS GROUP COULD DRAMATICALLY INCREASE EMPLOYEE SATISFACTION – SOMETHING THAT CAN FEED FURTHER DISCRETIONARY EFFORT.

Human capital is usually the biggest investment that organisations make. What would it mean to your organisation if your people added discretionary effort to their tasks? How does your organisation currently empower and motivate their team?

The leader of the team is responsible for creating a good work environment for his/her team. This involves spending time trying to understand what motivates each individual and addressing problems faced by the team.

How willing are your people to give discretionary effort to you?

Ask yourself the following:

1. I understand the principle of discretionary effort. (If not you can skip the other questions as this is critical).
2. I believe that there is a direct link between discretionary effort and organisational communication.
3. I know that each person gets motivated by different factors.
4. I am aware of the practices that lead to the de-motivation of my team.
5. I share the vision, mission and principles of my organisation.
6. I give my team autonomy in performing tasks.
7. I use different techniques to constantly motivate my team.
8. I discuss the thoughts and concerns of my team members.
9. I ensure that my team feels valued by giving them regular feedback.
10. I have set goals for myself and my team.
11. I actively listen to people without judgment.
12. I am aware of my own strengths and weaknesses.
13. I try to make the workplace an interesting place for everyone working with me.
14. I set achievable challenges for my team and reward them when they succeed.
15. I am personally very motivated and energetic.

YOUR SCORE

People who are good at motivating themselves and their team generally score "YES" to 12 of these questions.

If you scored less, you should think about learning how to improve your empowerment and motivation skills.



Your **Getting Discretionary Effort** program can be custom designed to help your people to become better team and self motivators.

The program provides an understanding on how people can be motivated in many different ways. Participants will learn the concept of motivation from a theoretical perspective as well as a practical perspective.

Key learning outcomes

Your **Getting Discretionary Effort** program will give participants the skills to:

- Understand how people can be motivated to freely give DE.
- Understand the relationship between DE and job satisfaction.
- Position DE as an opportunity to bridge the gap to meet strategic goals.
- Use time management techniques to speed up the DE processes.
- Boost employee engagement levels and enjoy the proven outcomes.
- Get people to consider DE as a competitive edge.
- Align DE with great thinking styles.
- Consider the impact of DE on paradigms.
- Create a link between DE and achieving goals.

Would you like to attend this program?

- For maximum effectiveness, this program is best conducted as an in-house program.
- **Ideal group size:** 4 - 12 participants
- **Venue:** For your convenience, you can choose to conduct this program at your business premises. Alternatively, we can provide a training venue at a small additional cost.
- **Duration:** This program can be adapted to meet your requirements.
- **Cost:** Price on request.
- **Target Audience** Employees, Supervisors, Team Leaders, Senior Managers or CEOs

If you would like more information on this training program, please contact:
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