



GETTING DISCRETIONARY EFFORT (DE)

"Effort only fully releases its reward after a person refuses to quit." - Napoleon Hill

This training course is designed to help leaders better understand how to successfully get discretionary effort from their employees. Participants will learn how to create an environment that encourages employees to put in extra effort, how to motivate employees beyond the job description, and how to build relationships and trust. Leaders will be able to identify strategies for recognizing and rewarding employee performance, and understand the power of positive reinforcement. At the end of this course, managers will be equipped to garner highly motivated and enthusiastic teams and inspire sustained effort.

Key Course Content:

- Understand how people can be motivated to freely give DE.
- Explain 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.
- Develop employee engagement levels and enjoy the proven outcomes.
- Get people to consider DE as a competitive edge.
- Align DE with great thinking styles.
- Discuss the impact of DE on paradigms.
- Create a link between DE and achieving goals.



Target Audience:

The course can be tailored for the specific cohort whether it be the leadership team, another group of managers/team leaders or employees.



Duration:

This course is available as a 1-day course or a truncated half-day course.



Delivery:

This course can be delivered both in-person or virtually. For virtual delivery, we can use our virtual platforms or your organisations.



Group Size:

We recommend a group size of 4-10 people.