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The 3 secrets of Team Motivation

By Alan Fairweather

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Are workers telling the truth when they say they are ill? This question was posed on the Money Programme on BBC Television in December 2004. British Bosses are reporting that more and more of their staff appear to be skiving off with faked illnesses and many firms are taking new steps to crack down on malingerers. Research by the Confederation of British Industry suggests that workplace absence is on the rise for the first time in five years. Last year we were off sick on average for 7.2 days up from 6.8 the previous year. It costs UK businesses £11.75bn a year, the CBI says. The CBI also estimates that 15% of all illness is due to people taking days off when they are not really ill.

Now while I accept that there will always people who take time off work for no good reason, I believe managers need to take a long hard look at how they manage their people in the first place. Perhaps if the made the workplace a far better place to be then a lot less people would take a "sickie."

If you want a highly motivated team who don't take time off work, don't keep looking for other jobs and make a positive

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contribution to your business there are three things you need to do.

#1 Spend some quality time

I didn't say "quantity time" I said "quality time." One or two minutes of quality time on a regular basis are far more productive than a one hour review every year.

You need to get to know your team better and they need to get to know you. It will help you build a relationship with the individual. You'll gain a much better understanding of them and how they're handling the job. It will also give the

impression that you care about the individual and show that you're there to help with problems both personal and business.

Spending quality time will encourage opinions and ideas to flow from them and allows you to explain the company's mission. It gives them a feeling of being in on things which is a big motivator. It will also help you build an "early warning system" of any problems both business and personal. Finally, it builds team spirit and morale.

#2 Give feedback and coach

You need to regularly tell each member of your team when they're doing well and when not so well. I read some recent research that suggested 65% of employees in the US received no recognition at work in the past year. My experience tells me that it's much the same throughout the world and much worse in some countries.

Some managers still believe – "why should I praise people when they're only doing what they're paid to do."

It's also important to tell people when they're not performing. There are too many managers who either ignore poor behaviour or come down on the person like a ton of bricks. There are particular ways to give feedback and coach and they're described in detail in the book – How to get More Sales by Motivating Your Team.

#3 Be a believer

We're now getting into the area of "Empowerment" which was first introduced in the 1980's and became a bit of a management buzzword. However, I believe that it's one of the

most promising but least understood concepts in management today.

I'm a fairly down to earth practical sort of person (probably comes from my engineering background). I'm not big into management theories unless I can see the benefits for me – I see a great deal of benefit for managers and team leaders in Empowerment.

Empowerment is about utilising the knowledge, skill, experience and motivational power that's already within your people. The majority of people in teams and organisations throughout the world are severely underutilised. Your team have probably more to offer in terms of skill, knowledge and experience and if you utilize that, you will achieve your business goals and you'll motivate them.

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Discover how you can generate more business by motivating

your team!

Alan Fairweather is the author of "How to get More Sales by Motivating Your Team" This book is packed with practical things you can do to get the best out of your people .

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Alan Fairweather is the author of four ebooks in the "Howto get More Sales" series. Lots of practical actions you can take to build your business and motivate your team.–www.howtogetmoresales.com

5 Ingredients To Improve Team Performance

By Ryan Leibowitz

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All great minds think alike, and so do great managers when it comes to managing their teams and employees. So what is the secret sauce that allows for world class team performance? It has nothing to do with numbers, tools, software, or latest business fads. It all boils down to the soft skills. Here are 5 ingredients to kick start your managerial skills along with team performance:

1. **Motivation:** find out what makes your employees tick, and then once that's done, use it to boost their motivation level in a way that will encourage them to use their strengths for the task at hand.
2. **Goal Setting:** It's not only important for you as their manager or leader to know the company vision or project vision. It's important to communicate this from the onset and to constantly direct that towards the goal. Make them feel like they are part of the business and not merely hired hands.
3. **Praise:** It is in people's nature to want to be appreciated, show your appreciation from anything as simple as a verbal acknowledgement to a bonus in pay.
4. **Feedback:** provide constructive criticism as necessary but be sure to throw in some great praise in between for the good points and the potential you see your employees reaching.
5. **Management:** have an open door policy in general; make yourself a resource and not just a manager of human resources. Become a model of that performance from which you want your employees and team to achieve.

Simple right? So is creating a fitness regimen, easy on paper, trickier in practice. But the more you do it, the better you become for yourself, for your employees, and for your business.

Free advice on improving your project management consulting expertise available at

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