

Management, Motivation, & Psychology in the Workplace

Presented by Charles Meltzer

Attracting, retaining and motivating employees are ongoing challenges across most industries and business sectors today. Bonuses, flex benefit packages, flex time and other staff incentives have been employed with varying success as carrots to increase performance. The problem is regardless of the carrot, it's the upfront work done with the employee that will have the most impact on motivation.

This session will focus on the fact that motivation is created through what occurs at the beginning of the managerial/ leadership task cycle not at the end. Carrots are more rewarding if the upfront work has been done. How is this done, what must managers do that creates a desire to learn, excel, take on new responsibilities and contribute to the success of the project, the team and to the organization? This session will explore best practices employed by managers that translate into employees giving their best. It takes 60% of an employee's effort to get a reasonable performance review. The other 40% is discretionary. Learn how to work with employees in a manner that they are willing to provide you with that discretionary effort.

