



**EFFECTIVE WORK ATTITUDES
TRANSFORMING YOUR ORGANIZATION
INTO A
WORLD CLASS WORK ENVIRONMENT**

What makes for a world class work environment?

- + Interesting and Meaningful Work (learning a lot, personal growth, nature of co-workers, value creation)
- + Clear and Reasonable Expectations
- + Frequent and Usable Feed forward and Feedback (Work on your communications skills so you deliver feedback in the most effective way, Learn about different ways that people process information, and match your communication to their preferred style)
- + Fairness (Consequences = Performance) fairness means that the consequences of the performance are determined by the quantity and quality of the performance
- + Consistency (Predictability)
- + Maximum Control Possible Over Work Life

A survey on Job Satisfaction Rating (National Opinion Research Center @ University of Chicago) shows that High Salary was the 3rd most important factor in job satisfaction

What is Motivation?

About joining with your people i.e. Knowing them, listening to them, valuing them for their particular contributions and potential so that they feel moved to join with you in meeting the challenges u face together

A motivated workforce is driven by strong leadership and management **commitment**.

Sustained by open communication, honesty and respect

For Managers:

- + Never act as though you know it all... leads to loss of credibility and chances of being an effective leader
- + Never pretend you are what you are not.... People see through very easily....
- + People lovers...
- + Show trust in your staff...
- + Build a culture of inclusion and speak the "we..." language...
- + Lead by example...



General Motivation Strategies

- ✦ Treat People with respect and dignity
- ✦ Let people know you value their performance
- ✦ Give them a challenge, give them a goal to shoot for, and hold them accountable for reaching that goal
- ✦ Praise them in public
- ✦ Correct them in private
- ✦ Take **active interest** in their career, personal life and help them achieve work-life balance
- ✦ Create an environment that is conducive to enabling everyone do their best
- ✦ Link pay and perks to performance; provide opportunities to learn and grow even without promotions...

Employees

- ✦ **Show your value - and be visible.** Maybe you can develop a new source of revenue for your company or show how it can cut costs.
- ✦ **"Employees need to think about: what can I do to be more successful, and how can I help my boss and my company become more successful.** "You've got to sort of market yourself. You need to continue to look for ways of improving things in spite of the fact that you might not be getting the benefits, the compensation that goes along with it."
- ✦ While performing well and achieving goals is essential, don't do it while hiding in your office. **"People need to know what you're up to - especially your boss.... That's the No. 1 component for success."**
- ✦ **Take a long-term approach.** Companies value people "who are players, who are seen as [being] with you and proactive."

Note: Your outstanding performance now, even if not currently rewarded with cash or promotions, can position you for rewards when times improve and managers begin to assess who should be first in line to share in the newly won prosperity.

Final Word

To be effective, motivational strategies must be incorporated into your strategic goals and intertwined with the organizational business philosophy

*Submitted by **Afolabi Imoukhuede**, Managing Consultant, MCS Consulting Limited Ikoyi, Lagos
aimoukhuede@mcsworldgrp.com*

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