

Quote@Work

“Achieving good performance is a journey not a destination.”

– Ken Blanchard

Have you ever found yourself trying to answer the question, “How can I motivate my people? What can I do to entice them to be more productive?”

The fact of the matter is you can’t motivate your people to do anything. If you want it done, you’re going to have to create an environment in which “doing it” is more important to your people than not doing it. Where doing it well becomes a way of life for them.



Allan MacKenzie

You see motivation is a self-starting principle. An internal spark that must already live inside someone before it can burst into flames of enthusiasm and productivity. To find out what lights people’s fires, you’re going to have to become a business owner or manager that coaches and guides people not only to do their best, but to be their best.

You must create an environment in which people can be productive, both as workers and as people – and they’ll fan their own fires. In fact, highly motivated people will be knocking down your door to work for you.

One of the most effective ways to practice mentoring and coaching your employees and thus create a highly motivational, productive environment is through the **“One2One Employee Development Meeting”**

This is a meeting that you and your managers hold monthly with each of their reporting employees. It’s done individually, face-to-face. It’s scheduled in advance, and is a top priority of everyone’s work week. It’s not something you hold just “when you’re in the mood” or if there’s nothing else on the calendar. And it’s not something you hold “only if there’s a problem.” When implemented regularly and faithfully throughout your company, it will become the backbone of your management system.

The One2One Meeting is:

1. A forum for discussion, problem-solving, conflict resolution and planning that leaves your employees feeling listened to and empowered to take action.
2. A coaching session that helps people get back on the track to productivity if they’ve fallen off.
3. An opportunity to guide your people toward their personal and professional goals so their experience in your business becomes more positive and meaningful.
4. A way to recognize people as people, not just as successful employees.
5. The vehicle for helping every person in your company face and overcome the real-life issues that get in the way of being the best they can be.

Imagine the power and impact of a meeting that creates true growth for each and every employee, as well as better results for the business! But how are you going to find the time of all these meetings?

Don’t worry – time will find you because, ultimately, One2One Meetings are time-savers.

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- One2One Meetings cut down daily interruptions. Since your employees know they have a weekly time with you, you can encourage them to save most problems and questions until then. No more knocking on your door or tackling you in the hallway with unnecessary interruptions.
- One2One Meetings follow an agenda to keep the meeting focused. You and your employee identify important areas to be discussed beforehand. When you come to the meeting, you've both done your homework. You know what ground needs to be covered. No time wasted on tangents or irrelevant issues.
- One2One Meetings provide opportunity for follow-up. Whether your employees are having difficulty with a work activity or reacting negatively to a new policy, you have an opportunity to address these issues before they become serious problems. You'll be able to create appropriate plans with them to eliminate any obstacles in their way – saving time and energy for both of you! Likewise, you can commend them for successes they've had, coach them on new skills, or help them integrate their personal goals with your company's goals.
- One2One Meetings help people develop the ability to make better choices and decisions. One of the most common frustrations of business owners and managers is their feeling that employees don't think the way they think and, therefore, often make choices and decisions that range from barely adequate to completely unacceptable.

Doubling the time and effort that go into 1) correcting the "mistake" and 2) explaining to the employee what was "off" and how to do it better next time. In these situations, however, very little learning usually happens because there are too many emotions in the way. The owner or manager's anger and frustration. The employee's embarrassment and defensiveness. The One2One Meeting is an excellent forum for taking advantage of the mistakes and misjudgments that are bound to happen and use them productively to truly teach and guide people so that they make better and better decision, in both work-related and interpersonal arenas.

Whatever result you're pursuing, the One2One Meeting is the mentoring vehicle that moves you and your employees one step closer to the satisfying, motivating work environment that most people dream of, but few ever experience.

Certainly, a worthwhile investment of your time.

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