

Motivating People Beyond Money

Irene Becker, Founder, Just Coach It-The 3Q Edge™ (IQ-EQ-SQ) Coaching, Consulting & Keynotes for a Better, Stronger Future 3Q Leadership™ Blog- 54,000+ Social Media Followers & Growing!

The imperative to make a critical shift forward is written on the walls of our workplaces. Money is not enough, because in a world of increasing change, challenges, competition the litmus test, the NEW currency of success is providing YOUR people, YOUR bread and butter, the foundation of YOUR success, with a workplace that is purposeful, engaging and allows them to not only grow professionally but personally.

Delighted to share a guest post by internationally acclaimed speaker and trainer, Chris Atkinson.

Thank you Chris for your important work. I am sure that your upcoming seminar Transformational Leadership-Moving Beyond Money at World of Learning, Birmingham, UK will be received by a captivate audience Sept 30th

Motivating People Beyond Money by Chris Atkinson



Despite a growing body of research to the contrary most organisations remain fixated on incentive and punishment as the key methodologies for employee motivation and engagement. Many leaders find it hard to imagine an organisational context where money isn't the driving force behind the motivation of their people. Whilst money will remain the primary reason why most of us decide to work it actually isn't an effective motivator nor is it actually very effective as a means to drive higher performance.

If you see organisations like an engine, any engine needs fuel. The traditional fuel that powers that engine was incentive and reward or punishment and fear. The features of this engine design were bonus schemes, performance awards, KPI based management, disciplinary processes and even anger/aggression. What we're seeing today is that the current workforce is running on a different kind of fuel so the 'engine' of the organisation must now change in response. The workforce we have today is fuelled by wanting to do meaningful work, wanting to feel trusted, wanting to feel respected. Our organisations now need to change their design accordingly so that we are able to use that particular fuel.

Let's move away from the analogy to real life. A simple way to understand this is to ask yourself, "When my boss asks me to do something, why am I agreeing to do it?" The answer will fall into two camps:

1) I've got to do it because it's my job, because I'm contracted to do it, because

I'm afraid of punishment or because maybe there's a reward which I desire, it could even be that there's some politics at play meaning I want to keep my boss happy.

2) Because I'd enjoy doing it, because I agree with it, it feels right to me, I want to support my boss, I see it as a positive challenge.

This is hugely important to organizations right now because the historical relationship between employee and employer is about, "I give you x amount of hours in return for a certain amount of salary." The thing with this transaction is it has to be equal and fair. The problem becomes, as companies ask employees to do more, to give more hours, to put more effort in, most people aren't seeing more salary so the transaction starts to look unfair .

Organizations are starting to realize that they need deeper relationships with their employees in order to rise above

the wave of turbulence in the industry.

Simply put, the traditional methodology of organisational performance management ensured employees came to work for money and kept working by carrot or stick systems. The modern design of high performing organisations has taken a radical step away from this design and in doing so it seeing a radical shift in organisational performance.

The research is unequivocal; a 2013 paper by Gallup looked at 263 research studies across 192 organisations in 49 industries and 34 countries. In total, they studied 49,928 business units including 1,390,941 employees. Their findings showed that organisations with an average of 9.3 engaged employees for every actively disengaged employee experienced 147% higher earnings per share (EPS) compared with their competition.

I'm sure you recognise that what you enjoy in work, what gives you satisfaction in work, it's not really

about the pay cheque and benefits, those are very important to you but they don't cause you to feel energetic, passionate, dedicated or absorbed. These words come from a different place; they come from intrinsic motivation, a feeling from inside ourselves rather than from external stimulus. With this in mind organizations today need to focus on how they create a sense of EMOTIONAL rewards and satisfaction for employees. The key influencing areas to drive emotional satisfaction in work are:

1. i) Line manager personality

2. ii) Characteristics of day to day work

iii) Organisational culture

1. iv) Senior team qualities/traits

2. v) Induction and orientation process

If we want to change the design of our organisations then we need to take a deep

and hard look at these critical areas. We need to change the design of the organisational engine to promote intrinsic satisfaction from work, environment and our working relationships. This cannot happen through management, through process and systems. This is a human issue and needs human solutions.

In conclusion, I would emphasize that this doesn't mean we can get employees to work really hard and not pay them. People are always going to want to be fairly and appropriately compensated for the work that they do and moreover it's right that organisations reward people for their efforts, time and even sacrifices. But the key is, beyond these things we must find a more meaningful and a deeper relationship with our employees.

There is a wealth of motivation to be found once we move beyond money.

Image Credit: Big Stock Photo

If you are noticing advertisements at the end of

this post, we apologize as we did not post them and are working now to remove them from the blog!



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**Author Bio: Chris Atkinson
Training Design Director, Elysian
Training | International Speaker**



Chris is a passionate business speaker who combines strong commercial and training focus with a deep psychological knowledge to inspire individuals and businesses. He travels internationally as speaker specialising in

engagement, organisational culture and inspiring leadership. Starting his career in 2001 Chris has worked with diverse business sectors in more than 20 countries worldwide with 43 different nationalities. In April 2015 he was featured on the front cover of Realizing Leadership magazine.

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telephone, skype or video conferencing.



Irene Becker, Chief Success Officer

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irene@justcoachit.com Twitter @justcoachit

Tel: (1) 416-671-4726 Skype: beckerirene

Tel: Irene's Assistant Drew Jones: 416-737-5075

drew@justcoachit.com

I Choose The Road Less Traveled

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I choose the road less traveled.

•I love myself because from a place of self-love my ego is quiet, my awareness and compassion are restored.

•I serve with an open mind and heart because that which is closed withers and dies.

•I learn with passion and re-learn with vigour because each day is a blessing, an opportunity to learn, share and contribute.

•I know that my strengths are a gift, my challenges are a lever for my greatest purpose, potential and growth.

•I lead forward with faith, hope, courage, humanity and integrity because these are the only true riches we have; they are the virtues, the power within that no man can cast asunder. They are the anchors for our best thoughts, best work and greatest contribution to a stronger, better future.

I choose the road less traveled because to lead is to serve, to be grateful is to grow, to know is to care...

My work does not and cannot speak to everyone. It touches smart, forward thinkers; people who have the courage to seek higher ground, people who know in their hearts that we each have a role to play in building a better world, a better future. I think this 182 word post says a lot, and my new site, revamped blog and a whole new terrific assortment of

offerings, practical powerful simple ways to recharge-refocus-repower and LEAD FORWARD will say even more.

More? You Betcha! Sharing posts from 3Q Leadership Blog™ with thousands of reads and a couple of compendiums of inspiring quotes and information. May they empower, inspire and lead you forward!

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Recharge, refocus and repower!

Are YOU ready to communicate, lead and succeed forward faster and stronger by using your next challenge, change or career transition as a lever for your greatest potential and results? Take back YOUR power to make a difference and be the difference? Build YOUR 3Q Edge™? We are here to help you lead, communicate and succeed forward face to face, by telephone, skype or video conferencing!"
It is the small companies like Just Coach It that are leading the way, and Irene Becker is one of the finest runners in

*the race.” Leon Benjamin, Author,
Winning by Sharing*

*Tel: Irene Becker: 416-671-4726 Skype:
beckerirene*

*Tel: Irene’s Assistant, Drew Jones,
416-737-5075*

Email: drew@justcoachit.com

How to Build and Develop Business in 2015 | Practical Tips and Insights

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Building and Developing Business Requires a New Focus; because the velocity of challenges, hyper-competition facing all businesses is extraordinary. The rules of the game have changed; what worked in the past,

may be irrelevant tomorrow. The ability to focus forward, to learn, lead and succeed forward depends on your ability to recognize the new arena while using both strengths and challenges as a lever for new strategies, new ways of communicating, collaborating and growing business at the speed of change. Read More: [The Next Revolution is Already Here](#)



Building Strong Entrepreneurial and Intra-Preneurial Skills is the Way Forward

The imperative for entrepreneurs, small and mid-size business owners to understand this new arena and negotiate it in ways that generate results is particularly important because the birth of more and more entrepreneurs and entrepreneurial companies will continue to swell. Courage, agility, communication influence, collaboration, integrity of purpose and

products are integral to building, developing and landing business in 2015. Interestingly, baby boomers are starting business at a 2:1 ratio compared with their millennial counterparts **READ more**

A recent linked in post by Dr. Roshawna Novelus on How to Fail like Barbara Corcoran inspired this post >> **Read the article in its entirety**

“Despite her \$80 million net worth and tremendous success as a businesswoman and television personality, “Shark Tank” star Barbara Corcoran is no stranger to failure.” Ms. Corcoran’s recent course on the Fundamentals of entrepreneurship includes core philosophies that have been part of her success. 1. Embrace Fear 2. Develop Immense Optimism 3 Create Pressure and Don’t Overanalyze 4. Fake It Until You Are It Core philosophies that resonated profoundly, because the ability to fail forward is critical not only to entrepreneurship, but to enhancing resiliency, grit, focus on what counts, business skill/innovation. **Read 2015 Global Trends and the Business of Success**



Refocus, Reflect and Repurpose Your Greatest Potential and Results

Take time today to reflect upon what you are doing that is works (keep it) and what you need to change and what you want to transform in order to build, develop and land business. Change is not the problem, it is the solution. Helping you shift your relationship with change and challenges so that we you can use both as a catalyst for your greatest potential and results is what my 3Q work is all about Learn more about 3Q-Listen to Leadership 3.0 Podcast stayed tuned for our new website, blog and podcast series!



How Can YOU Build and Develop Business in 2015? The importance of not only learning to Fail Forward but seeing our strengths AND challenges we face with new eyes that take us forward faster and stronger is critical. Sharing a

collection of insights and tips on doing just that! Insights, tips and tools for entrepreneurs, small and mid-sized business owners who want to communicate, lead and succeed forward!

- **Five Truths and Business Development Best Practices**
- **Ten NEW Rules of Business Success**
- **The DNA of Business Success in Disruptive Times-7 Insights/Tips**
- **Insights on Adapting, Evolving, Thriving: 3 Actions Legendary Leaders Take to Get Ahead**
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YOU Betcha!**

Over 400 articles on Business at the Speed of Change

Is is time to recharge, refocus and repower? Use your next challenge, change or career transition as a lever for your greatest potential and results? We are here to help!



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Face to Face, By Telephone, Skype or Video Conferencing

· Contact Irene: irene@justcoachit.com Tel: (1) 416-671-4726

Skype: beckerirene

· Contact Irene's Assistant, Drew Jones drew@justcoachit.com

Tel: (1) 416-737-5075
