

Members Quarterly

Fall 2014 Edition

Feature

Motivating Employees Won't Break Your Budget

Keep your employees motivated and happy

Napoleon Bonaparte once said that “There are two levers for moving men — interest and fear,” but modern managers and supervisors have learned that there are many other ways to motivate their employees. Here are ten more ways to motivate.

Understand what motivates your employees

Every employee has their own motivation, something that drives them towards success. Your job as a manager or supervisor is to find that out. Some employers have employees check off their own motivators from a list. Others do it the old fashioned way, by meeting and getting to know each of your team members. Once you know what they think motivates them, you can tailor your motivational techniques to meet their needs.

Rewards matter

We can all say that money isn't everything, and material things don't matter, but people still like rewards of all kinds and can be motivated to achieve them. Why are affinity programs so popular? It's because they hold the promise of rewards in the future. So to the extent you can, based on your budget and organizational culture, reward early and often.

Align your goals with their goals

One of the mistakes that many organizations make is that they leave the workers out of the strategic planning process. When this happens, it usually ends up that the organizational goals are miles apart from the day to day lives and ambitions of the ordinary employees. The way to remedy this is to bring more workers into the planning process at the start and allow them to help shape the organizational goals for the future. They have a much better chance of being achieved if everyone in the organization believes that are worthwhile.

Create a positive work environment

There are many factors that are completely out of the hands of the manager or supervisor when it comes to motivating employees, but the working environment is not one of them. A workplace that is pleasant to come into where employees are treated with respect and feel worthwhile is not just a happy workplace, it is a productive one. It is up to managers and supervisors to create and maintain a working space that can allow and encourage employees to reach their potential.

Celebrate success

The speed of the modern workplace and the demands on all of us often cause us to skip over the many minor successes that happen daily. It may not seem like a big deal to finally figure out how the latest software can actually work or to get the latest issue of the catalogue out the door

Members Quarterly

Fall 2014 Edition

Feature

on schedule. However, unless we stop to celebrate these small victories, our staff may become complacent and demoralized. A pat on the back on the way home might be enough to keep at least one employee motivated. Don't be surprised if they share this with others.

Training can also motivate

Many of us think of training only when we bring new employees into the workplace. What about the people who have been here for years? Employees often see training as a benefit, particularly when it is not directly related to their day to day duties. Lunch time seminars and workshops allow them to learn new skills to help them grow and also feel appreciated and happier at work.

Have some fun

Work is serious business, right? Work should be serious but that doesn't mean that you can't have some fun as well. Everyone loves pizza lunches or an extra snack in the morning. It doesn't have to be a lot but small acts of frivolity have a way of lightening the mood and sometimes even the pressure in a busy office. You don't have to go crazy, but having a little fun can go a long way to improving employee morale and motivating employees.

Coaching and mentoring

Many organizations now use coaches or mentors to help senior level executives reach their potential. Many others use these methods to groom their best and brightest to move into the executive suite. But what about using coaching or mentoring for other staff as well? It may not cost too much to bring in a professional coach for one day a week to work with your teams. There are probably plenty of possible mentors in your organization already. As with training, this is a tangible investment in people that can help to motivate them to be better.

Follow through

There is nothing more demoralizing to an employee than promising something and not delivering it. It causes them to question your intentions, motives and even your integrity. Just as word of your good deeds get around, your lapses travel even faster. Your word is your bond with your staff. If you want both their trust and commitment to go that extra mile when things are tough, stick to your commitments. If you follow through, your employees will know it and appreciate it as well.

Motivate yourself

If you are just dragging yourself around the office or if you are moaning about how good things were at the last place you worked, don't be surprised if your employees are not too motivated to follow your -directions. Enthusiasm and motivation are contagious. When it comes to motivation, you are the head cheerleader. So you better figure out quickly what motivates you before you try to motivate others. This may start with taking care of yourself and little things like getting enough sleep. Practicing self-improvement or even working on some of your more glaring weaknesses will also help. It is up to you to -model motivation for the rest of the team. If they see a balanced and fairly happy leader at the helm, they will be more likely to row a little harder when the water gets choppy.

Members Quarterly

Fall 2014 Edition

Feature

Members Quarterly
Staff Writer