



Employee Motivation: How to Get Them Plugged In!

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Why Did You Come?





Why Did You Come?

- Networking Opportunity
- Boss Recommended
- Improve Your Expertise
-
-
-
-



Non Monetary Motivators

- Recognition
- Fear
- Exposure
- Personal Development
-
-



Employee Engagement

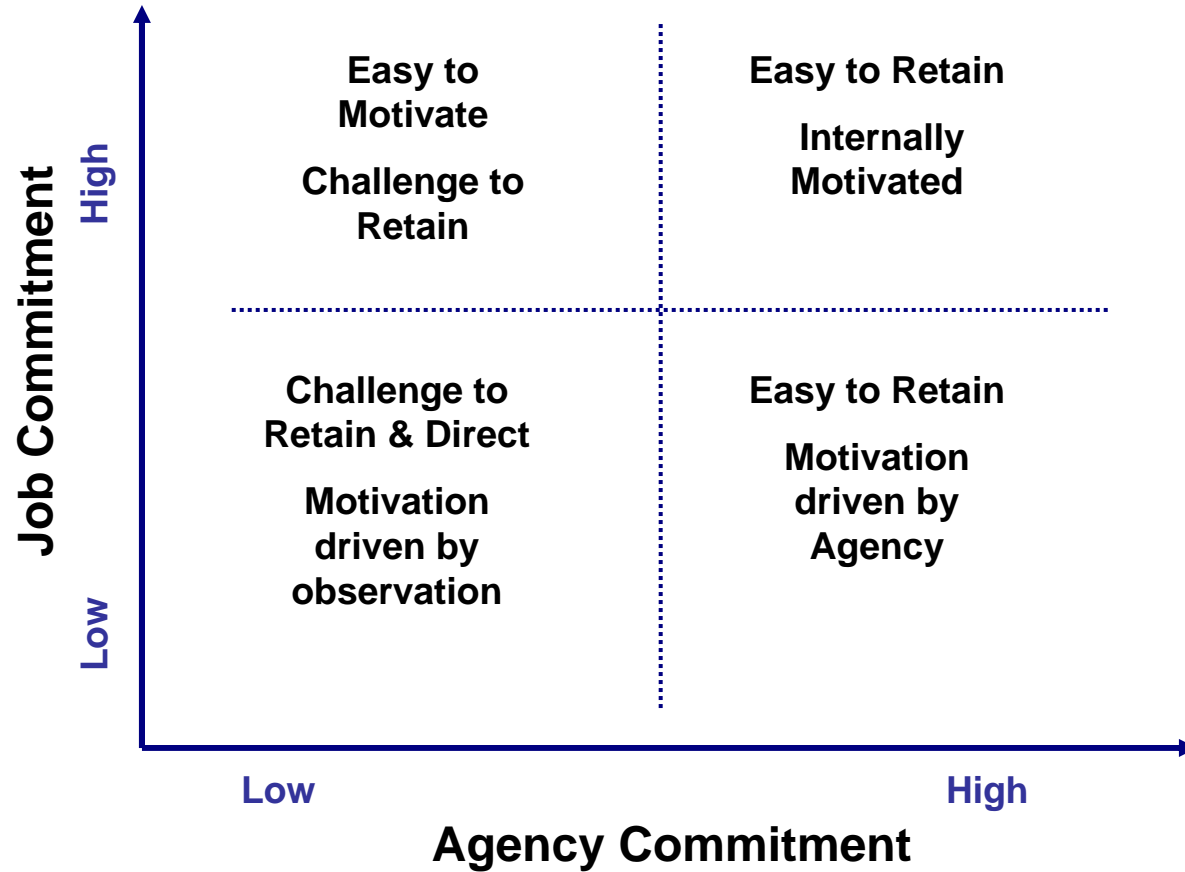
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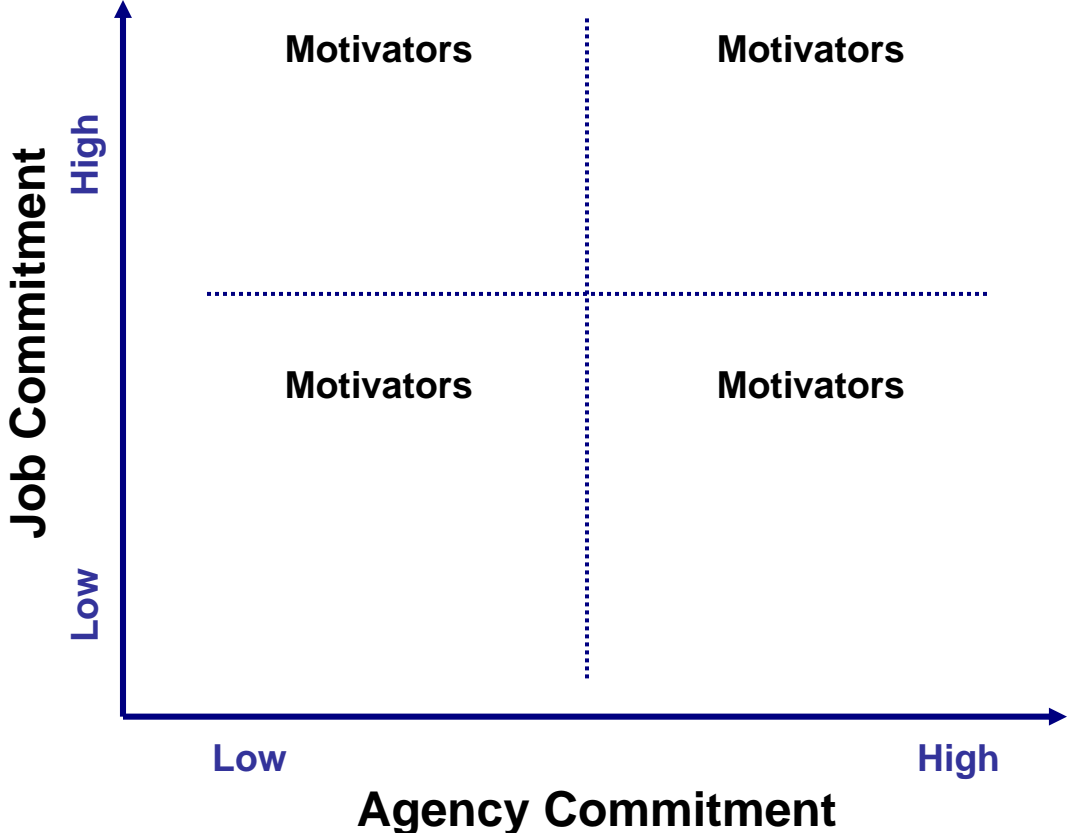
“So, you’re a finance officer? And how long have you been withdrawing?”



Know Thy Team



Study Thy Team



Plan For Your Team



Team Member	Commitment Level	Key Motivators
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True or False

You can motivate other people...

TRUE

FALSE



True or False

Changing your response can create a motivating environment...

TRUE

FALSE





Common Myths About Motivation

1. I can motivate people
2. Money is a good motivator
3. Fear is a good motivator
4. I know what motivates me, it should motivate others
5. Increase job satisfaction = increased performance
6. Motivation is too hard

Whale Done!

Ken Blanchard



Whale Done!

It's as easy as learning
your ABC's....

ABC's of Performance

- Activator
- Behavior
- Consequence



Whale Done!

Activator:
Goals that are SMART
Specific
Measurable
Attainable
Realistic
Timely



Whale Done!

Behavior:
Requires clarity and
keen observation



Whale Done!

Consequence



Whale Done!

Ken Blanchard

Consequence:

1. No Response
2. Negative Response
3. Redirection
4. Positive Response



Negative Response



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9 Fundamentals to Raising Employee Morale

1. Communicate
2. Define Expectations
3. Set Goals
4. Treat Employees with Respect
5. Recognize Performance



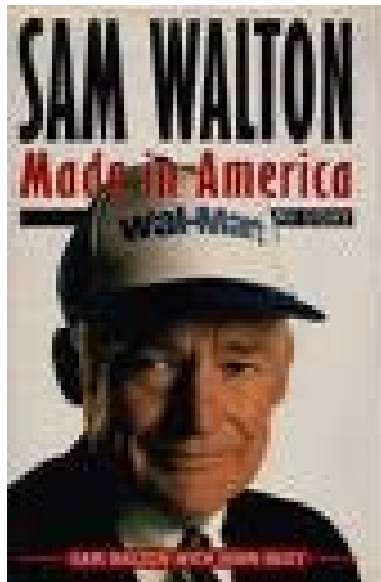
9 Fundamentals to Raising Employee Morale

6. Celebrate Success
7. Offer Opportunity for Professional Development
8. Create Community
9. Have Fun!



Accentuate The Positive

Nothing else can quite substitute for a few well-chosen, well-timed, sincere words of praise. They're absolutely free – and worth a fortune.





Now It's Your Turn!

Start now, at the conference.

Before you leave:

- ✓ **Give a specific compliment to a colleague**
- ✓ **When you call in to the office, include a Whale Done compliment**
- ✓ **Create your own team profile document and then when you return, visit with your team to validate or edit your profile**
- ✓ **When you return home, give at least one Whale Done compliment to each family member**



Resources

- B Guides, Max Media Inc. *The 9 Fundamentals of Raising Employee Morale and Keeping It High*
- EC Davis and Associates, *Clearing Up Common Myths About Employee Motivation*, Charleston, SC May 2007
- Inc. Magazine *Fun! It's the New Core Value* August 2007
- NCBS, Coaching for Performance Success
- Whale Done! Ken Blanchard

