

## MOTIVATION AND DISCIPLINE

LOCATION	DURATION	No. of DELEGATES	COST per person
On-site	2 days	4 - 16	£500.00

**This course will demonstrate why structural clarity is important, give you the ability to build and maintain an effective framework for motivation and discipline and help you understand how best to motivate and discipline people within that**

### OUTLINE

Increased competition and pressure at work has seen a mirrored increase in pressure on the internal structure and organisation of companies. This has resulted in re-organisation after re-organisation and either a return to rigid command and control hierarchies or a slide into lack of management control, indiscipline and anarchy.

It helps to understand, other than money and adequate working conditions, what gives people a higher motivation. To get the best out of individuals and teams it is necessary to give them love and boundaries. Love is given in the form of approval, rewards and bonuses, special events, recognition and promotion. Boundaries are given in the form of clarity about rules, processes, operating norms and the disciplinary process. Like children, adults respond best when they know where they are, what they are supposed to be doing, where they are going and they have a good reason to want to go there. This is done by building a clearly-structured working environment with sensible rules and operating norms. This leads to efficiency and minimal time wasted.

The best discipline is self-discipline: when individuals can monitor and control themselves the atmosphere of responsibility which ensues results in higher motivation, better performance, consistent delivery and a better atmosphere in which to work.

### AIM

To enable you to build motivation and discipline in any team you are responsible for leading.

### OBJECTIVES

- To understand what motivates different individuals and how to benefit from this.
- To be able to build a high sense of organisation into a team such that self-discipline results.
- To develop the ability to achieve a balance between discipline and motivation.
- To understand that individuals need both in order to give of their best.
- To understand that leaders can do this without it becoming a popularity contest.

### OUTCOMES

- Ability to motivate different individuals.
- A higher awareness of how your own behaviour affects motivation in your team.
- The ability to build structure, organisation and discipline in any team.
- Insight to apply motivation and/or discipline as necessary.
- Ability to use motivation and discipline in a planned, structured way in your team leading to team-members taking increased responsibility.