

# Optimal motivation

## Public workshop

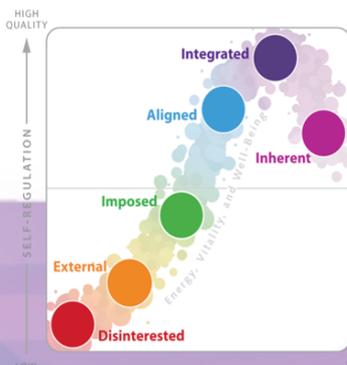
Organizations are spending billions a year trying to raise the engagement of their people, without actually knowing how to achieve it. You are invited to join us for a two-day public workshop that is a real sensation among exceptional managers and HR's.

### The goal and importance of the workshop

The key to engagement and commitment to the work is the quality of motivation. The Ken Blanchard Companies research had shown that while "suboptimal" motivation leads to underengagement, optimal motivation leads to passion toward work and enthusiasm. Motivated in that way, the employees are 30 % more productive, 3x more satisfied with work, also they are 3x more creative and 10x more engaged.

The general goal is that employees and colleagues want to do their best, be highly effective, stay in the team, speak positive about the company and be an example that everyone can look upon.

### What skills will the participants develop?



- Shifting from question 'is someone motivated' to question 'why is someone motivated' (answer is in the

"Spectrum of Motivation")  
- Understanding 6 different ways for a person to be motivated

- Getting acquainted with actions that lead from "suboptimal" to optimal motivation

- Adopting 3 key skills:

1. Identification of the current motivational state
2. Shifting or maintaining the state of optimal motivation
3. Reflecting on your experience of change

- Practicing 3 skills in a case study and personal examples

- Understanding how the encouragement of autonomy, deepening of the connection and the development of competencies affect the sense of well-being and the level of employees' energy

- Creating action steps to solve challenging situations in everyday life

### Target group

Managers and individuals who are interested in mastering the skills to initiate optimal motivation, so they could achieve and maintain high results and positive energy.

### Group size

Up to 10 participants

### Facilitator

Master trainer for Blanchard programs, Spiros Paonellis.

### Registration fee

390,00 euros + PDV per person.  
Included: materials, catering and refreshment.

### How to apply?

Please send registration form to our e-mail office@hart.rs. You can contact us for any information by calling:

+381 11 2107502 or  
+381 65 2107502.

### Additional information

If you are interested, we can provide in-house training for your company, in Serbian or in English. It is also possible to organize coaching sessions separately after training.