

Certification in the use of
Motivation Factor Indicator II®
- for MANAGERS

MANAGER

MOTIVATION FACTOR

ACADEMY

MANAGER

IS IT POSSIBLE TO MASS MOTIVATE EMPLOYEES?

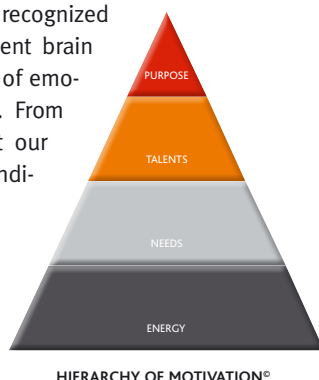
The answer is no, because motivation is unique to every individual. This realization was the starting point for Motivation Factor. Imagine if you knew exactly how to motivate each employee. Motivation Factor helps articulate what is typically unquantifiable. It provides you with tools to work in a structured and professional way with your staff's motivation needs.

Management time is very limited and all managers are familiar with the stress of other tasks taking priority over the formal or informal coaching talks with employees. Motivation Factor provides a structure for efficient, quality communication in your daily work.

Motivation Factor

Motivation Factor is a guide for more effective conversations. It is based on positive and cognitive psychology, recognized motivational theories and recent brain research - including the study of emotional and social intelligence. From brain research, we know that our motivation is rooted in our individual needs and talents.

Using the Motivation Factor Indicator® and the Hierarchy of Motivation, Motivation Factor can articulate these needs and talents.



The Motivation Factor Methodology revolves around the Motivation Factor Indicator. The Motivation Factor Indicator® is a Web-based assessment being used in many companies in Denmark and around the globe. To date, several thousand people have participated, causing the Motivation Factor Indicator to not only be one of the most proven assessments on the market, but one with consistently outstanding results.

The result of the assessment lists the needs and talents of the individual, uncovers personal motivation drivers and makes subsequent coaching conversations, interviews and other communication more meaningful.

Prerequisites

Prerequisite for this training is to be a manager with staff responsibility and the courage to improve and to learn new things. You are not afraid to try new methods, and you have a firm belief that focus on motivation and good communication is a necessity for you and your employees to succeed.



Certification in Motivation Factor Indicator II®

The course consists of two Modules which span three intensive training days. Module I is delivered in two consecutive days covering theory, workshops and a review of the assessment and results. Module II is a one-day follow-up for the presentation of case studies and review of real time application of course concepts. The facilitator will wrap up with final comments.

Prior to the course, the Motivation Factor Indicator II should be completed and the assessment results brought to the training for use in workshops and practical exercises

To become certified, you must:

- Complete the Motivation Factor Indicator II, and bring the assessment result to class
- Participate actively in the three training days
- Participate actively in the workshops and practical exercises
- Prepare three case studies, based on your own experiences, using the assessment and the Motivation Factor Methodology.

● Building alignment between PERSONAL MOTIVATION and TEAM EFFICIENCY

Course program

MODULE 1

Day 1

Introduction to the Motivation Factor Methodology. The Hierarchy of Motivation first level. Energy in theory and practice
Introduction to Motivation Factor Indicator II®. Motivation Factor Indicator II® as a supplement to:

- employee interviews
- employee satisfaction surveys
- other tools i.e. DISC, MBTI, Master Person Analysis

The Hierarchy of Motivation second and third level: Personal needs and talents in theory and practice

Day 2

Needs-workshop:

Our motivation is controlled largely by our needs. As needs can “weigh us down”, they can also “pull us up” and steer us in the right direction. Through this workshop you will get the tools needed for a dialogue with your employees about:

- The correlation between needs and behavior
- The correlation between a behavior we least like in others and our own needs and behaviors
- To understand behavior as a strategy to meet needs fulfillment, and that this strategy may be either appropriate or inappropriate
- That we, through focused effort and if we so desire, are able to change the strategy for needs fulfillment

Talents-workshop:

When we use our talents, we trigger our body’s endorphins. When our talents are in play, work is experienced as easy and effortless, without being boring. This workshop gives you the necessary capabilities and tools for you, to work with your team and your employees about:

- awareness of personal talents
- how personal talents are able to support the goal
- identify how personal talents can be exploited in relation to individual or team development

Between Modules 1 and 2, it is expected that you conduct three employee conversations and make a case study containing the following:

- What were the insights for you - and for the employee?
- What action items came out of the conversations?
- How will you proceed?

The case study will be presented during Module 2.

MODULE 2

Day 1

Review of real-time application of concepts

Case studies and experiences

Wrap up - delivery of certificates



Behind Motivation Factor

Helle Bundgaard is the founder and owner of Motivation Factor®. Her interest in insight, motivation and behavior springs from 20 years of international experience in management, sales and business development and is the driver behind the continued development of efficient tools for development and change processes.

Helle is associated with Institute for Management Development (IMD) in Switzerland, and has successfully conducted workshops and coaching sessions for a wide range of businesses and individuals. Motivation Factor® is currently available in Denmark, USA, Canada, Poland, India and Switzerland.

Helle has a Bachelor of Business Administration from Copenhagen Business School, a PCC degree from the International Coach Federation, and a CUCG degree from Coach U in Florida.

Time and place

Motivation Factor Manager is held twice a year as an open enrollment course, or as a private course with a minimum of five participants. See where and when www.motivationfactor.com/academy.

MANAGER



MOTIVATION FACTOR

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