

Maintaining Momentum

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Motivation

Intrinsic

- Any internal desire to participate in an activity for its own sake
- People engage in activity for the pleasure and satisfaction of doing it
- Connecting to shared purpose

Extrinsic

- Any external influence
- People engage in the activity for the rewards or avoiding punishment

Intrinsic Motivation

- Meaning
- Achievement
- Ownership
- Effort

Leading...

Intrinsic motivation

Build energy and creativity

- Connecting to shared purpose
- Engaging, mobilising and calling to action
- Motivational leadership

Commitment

Extrinsic motivation

Creates focus and pathway for deliver

- System drivers and incentives
- Payment by results
- Performance management
- Measurement for accountability

Compliance



Resistance to change is a myth (Paul Plsek)

For health professionals attractor patterns tend to form around the following values

- Altruism
- Service and quality
- Mastery
- Autonomy
- Comfort/control
- Affiliation
- Recognition
- Survive/thrive

*If you want to build a ship,
don't drum up people to collect wood
and don't assign them tasks and work,
but rather teach them to long
for the endless immensity of the sea.*

Antoine de Saint-Exupery

Atuatanga	Paying respect to nga Atua
Hakari	Celebration
Kaitiakitanga	Reciprocity, guarding taonga
Kotahitanga	Oneness
Manaakitanga	Ability to extend aroha
Maramatanga	Understanding
Mauri	Uniqueness, life force
Mohiotanga	Sharing of information
Rangatiratanga	Self-governance
Tikanga	Practicing that which is correct
Wairua	Spiritual wellbeing
Whakapapa	Making whanau links, genealogy, history
Whanaungatanga	Belonging

Positive Leadership

Positive practices



- Gratitude and appreciation
- Dignity and respect
- Support and compassion
- Caring and concern
- Meaningfulness and purpose
- Inspiration and positive energy
- Forgiveness and understanding
- Trust and integrity

Positive relationships

- Model positive energy
- Develop and manage positive energy networks
 - Identify Positive energisers and enable them to infect the organisation
 - Recognise, reward, and support them
- Capitalise on employee Strengths
 - Spend time with strongest performers
 - Provide opportunity for employees to do what they do best
 - Frequently celebrate positive outcomes
 - Focus on what people do well
- Manage negative energisers

'Positive energisers' (Kim Cameron)



- Energisers stimulate vitality in others
- By interacting with energisers, others feel motivated and inspired
- Energy givers are optimistic, attentive, reliable, and unselfish
- They attract others



Primed goals

- Add achievement word to your communications: strive, achieve, accomplish, attainment, complete, gain, success
- Add a relatable photo of a team positively working together

Positive meaning

- Help employees see the effect of their work on others
- Highlight connections between what is meaningful to individuals and benefits produced by the organisation
- Clarify long-term effects of what is being accomplished. Help people see that they are creating a legacy
- Reinforce and sponsor contribution goals rather than self-interest goals

Influence



- Reciprocity
- Scarcity
- Consistency
- Social proof
- Liking
- Authority

Generate Short term wins

- Wins are the molecules of results
- They must be collected, categorised and communicated – early and often – to track progress and energise your volunteers to drive change
- Results
 - a body of ‘wins’ data that tells the story of your transformation in validated, quantifiable and qualifiable terms

Do you generate and celebrate wins?

- What are some examples of initiatives in your organization that were successful and part of a sustained effort? Why did they work?
- How often do you hear about successes in your organization? If rarely, is it because there aren't any, or because they aren't shared and celebrated?
- Does your organization have what it takes to collect, correlate and celebrate wins?

Effective narrative

- Tell a story
- Make it personal – connect to values
- Be authentic
- Create a sense of us (and be clear who the ‘us’ is)
- Build in a call for urgent action

- Elevator speech – Sinek’s ‘Why, How, What’



Communicating
up

- Keep it short
- Make it memorable
- Tailor it to the listener

Exercise



Question:

What ideas will you put into practice or take action on?

One minute silent self-reflection
writing in your notebook

Two minutes in pairs generating ideas,
building on ideas from self-reflection

Share and develop ideas from your
pair in foursomes (notice similarities
and differences)