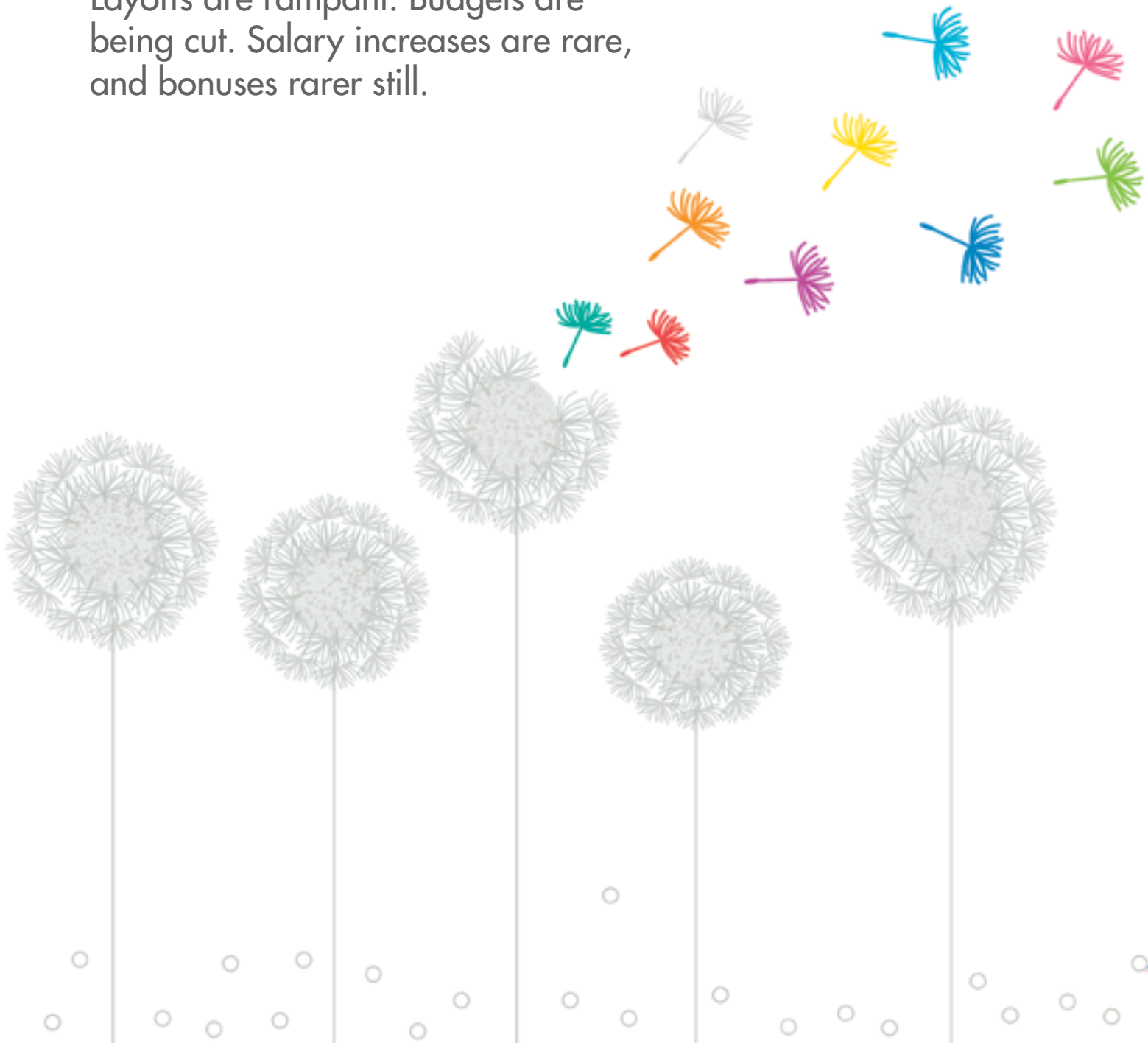


The economic situation has hit hard.

In a seemingly neverending downturn, uncertainty lies around every corner. Layoffs are rampant. Budgets are being cut. Salary increases are rare, and bonuses rarer still.





All of this has had a phenomenal impact on employees. After seeing organisations fail, others implode, and many more suffer difficult times, employees have lost faith in their corporate parents.

The changes in the world at large have forced all to re-evaluate the part that work plays in their lives, and the extent to which they are willing to give their loyalty, engagement, and ultimately, their best performance.

The result? A workforce that's turning off, performance that's dropping, and business leaders who are left scratching their heads looking for elusive solutions. How can they motivate people to re-connect with their work, pull together and get the job done, but without the luxury of using money as a motivating tool?

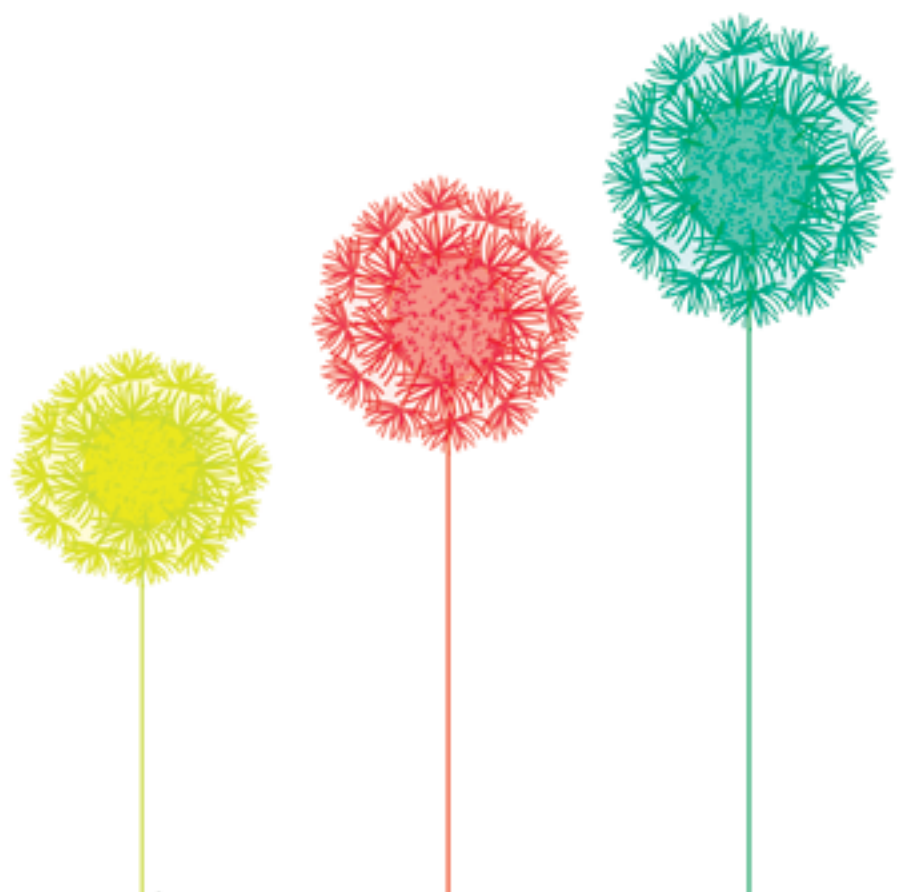
How can they
motivate without money?

Motivating people to bring their best and most enthusiastic performance to the office is more achievable than it might at first appear.

The winning formula is a powerful combination of understanding the new science of motivation; intimate knowledge of what drives your best people; some innovative yet pragmatic ideas for change; and an openness to adapt and try new approaches.

We have developed a number of specific new solutions that bring this formula to life, providing a variety of options to motivate without money in your team, division or whole organisation.

Designed with simplicity, cost and impact in mind, experiences are packaged in three sizes.



SMALL

90 minutes

Concept

Audience size: up to 100

This experience is an introduction to the thought-provoking concept of motivating without money.

The overview will help the group to understand that the changes in the world have brought with them an employee revolution: put simply, the drivers of employees are changing. Leading edge motivational science is discovering a seismic shift in what motivates people in the modern day workplace, and organisations that understand this shift will secure the enthusiasm, commitment, and performance required to survive the economic challenges. This experience will also introduce the audience to the notion of Career Hotspots™ and the power of Career Customisation™, understanding how crucial they are in re-engaging an individual not just with their work, but also with their organisation.

Lively facilitation, along with inspirational science and pragmatic ideas for action will educate and inspire your people.

MEDIUM

Half day

Concept
+ practical strategies

Audience size: up to 30

This experience takes the content of the Small experience a stage further with greater exploration of practical strategies to motivate without money in your organisation.

Managers & Leaders who attend the Medium experience will explore the Career Hotspots™ and Career Customisation™ model in greater detail, understanding how to deploy this within their own teams in order to immediately impact on employee purpose, connection, and performance. The group will also be introduced to the unique Connect 7™ model which describes the critical areas where every Manager & Leader should invest focus in order to create greater connection with their people; build a sustainable relationship that increases their commitment and performance; ultimately encouraging them to stay once the economic dust settles. Real-life examples of motivating without money from other successful companies illustrate the possibilities available to organisations who are willing to adapt in order to accommodate the requirements of the contemporary employee.

A facilitated and lively session, this experience will give Managers & Leaders a deeper understanding of the approaches they could take to motivate without money within their own business area.

LARGE

Full day

Concept
+ practical strategies
+ skills for action

Audience size: up to 18

The content of the Medium experience is built upon further, with the additional focus squarely on practical skill building.

Managers & Leaders will learn and practice how to put their motivating without money strategies into action in an engaging and enduring way. Actors will work with the group to simulate the conversations and challenges that Managers & Leaders will experience with their people, providing the group with opportunities to identify the strategies and approaches that will work best. With scenarios devised specifically for your organisation, Managers & Leaders will have an opportunity to trial new approaches without risk.

Feedback and discussion around this activity will embed learning further, ensuring that upon leaving the experience, Managers & Leaders will have practical strategies to motivate without money within their own teams, and the skills to be able to implement them immediately.

The core content of each of these experiences can be tailored to integrate the unique requirements of your organisation. Bespoke consultancy is available to complement these experiences, and further embed the motivating without money concept.

Do you need to:

- Find a way to replace money as the default motivator?
- Rebuild the broken marriage between employee and organisation?
- Find the magic motivator for your most valued people?
- Make sure that when the economy bottoms out, your most valued people aren't walking out the door?
- Get Managers & Leaders to understand how important they are in the battle to keep people motivated, engaged, and performing?

Then the **Motivating without Money™** experience will undoubtedly add value to your organisation.



To understand more about how the Motivating without Money™ concept could work for your organisation, visit www.beyondthedots.com/mwm or call David Thompson on 07801 570277.

Beyond the Dots is boutique consultancy for the people side of business, based in the UK and operating globally. www.beyondthedots.com.

MOTIVATING™
without **MONEY**