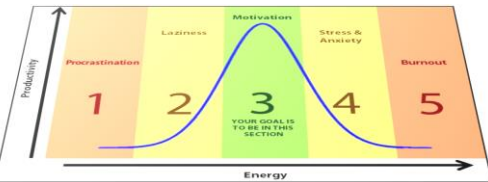


A novel management model to increase employee motivation and performance

Introduction

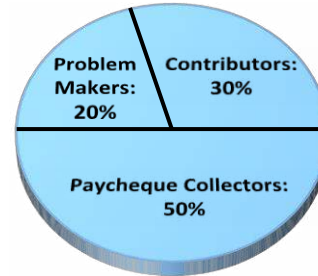
Motivation

- ✓ The force that converts intention into action.
- ✓ The drive that helps maintain goal-directed performance.
- ✓ Intrinsic vs Extrinsic Motivators
- ✓ Motivated workforce means better corporate performance.



Problem

Only 30% of employees actively use their talent to move the company forward!



What actions, precisely, managers need to take to increase employee's motivation?



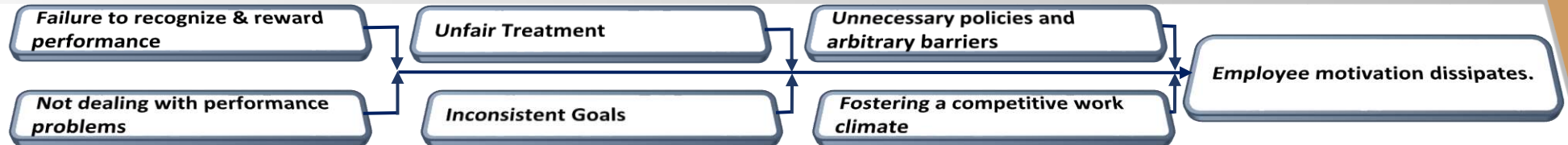
Analysis Method

Secondary Method:

- ✓ Harvard Business Review
- ✓ California Management Review
- ✓ Cornell HR Review
- ✓ TED Talk
- ✓ TalentSpace Blog



Analysis of Key Issues:



Possible Solutions:



Solution	Advantage	Disadvantage
EI Incorporated Leadership Model	Improves leader's own motivation too	Demanding – Needs training in 5 skills
Compensatory Model of Work Motivation	Examining implicit/explicit motives & perceived abilities	Complex & difficult to implement
Modern Performance Management Model	Designed for contemporary fast-paced companies	Lack of empirical data to back it up
Blue Ocean Leadership Model	Clear and proven 4-step implementation process	Needs fundamental change in MGT practices

Recommended Solutions: Blue Ocean (BO) Leadership Model

