Fulcrum Point

Workshop outline · Leading people

Nurturing Intrinsic Motivation and Engagement.

Raise engagement where it starts: in the relationship between a manager and each team member. Managers learn the drivers of intrinsic motivation and how to talk about engagement.

For

Anyone who manages people and wants lower turnover, higher engagement and more contribution.

Format

One day. In person or live virtual.

What it is for.

Everyone owns their own engagement and motivation, but an organization can do much to strengthen that sense of ownership, and it usually starts with the manager. High engagement is the combination of high contribution and high job satisfaction, grounded in belonging.

Participants learn to recognize the drivers of engagement and the key factors of intrinsic motivation, and to develop a growth mindset in themselves and others. They work on practical ways of managing their own engagement, on building a team climate of trust and confidence, and on a framework for discussing engagement with each individual.

What you leave with.

- Recognition of the drivers of engagement
- The ability to develop a growth mindset in yourself and others
- The key factors of intrinsic motivation
- Practical ways of managing your own engagement
- Strategies for building a team climate of trust and confidence
- A framework for discussing engagement with individuals

Why it matters.

- Turnover goes down
- People contribute more and find real satisfaction in what they do
- Managers can plan and hold engagement conversations, and follow them through in team meetings

Format.

Length	One day
Mode	In person or live virtual
For	Anyone who manages people and wants lower turnover, higher engagement and more contribution.
Method	Self-assessment tools; Short inputs from the facilitator; Group activities; Individual and peer-to-peer assignments

Your speaker.

Lorne Michael Cousins

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Lorne Michael Cousins has spent twenty-five years inside corporate sustainability across China and the Asia-Pacific, as environmental auditor, sustainability consultant and leadership strategist. He is Senior Fellow and Council Director at The Conference Board, Asia, founder of Fulcrum Point Sustainability Consulting in Shanghai, and a Founding Member of the Sustainability Directory.

He holds an MEM from UNSW Sydney, a BA from UBC Vancouver, and Practitioner status with IEMA. Accredited Advisor, Future-Fit Business Benchmark.

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