



**FROZEN PS**  
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## HOW DO YOU MOTIVATE THE PEOPLE WHO WORK FOR YOU?

Sometimes when I start working with a new client who runs a business that employs people, they will ask me questions like:

- **Why is it that I can't seem to motivate my team?**
- **Why is it that my people don't seem to care about the business the way I do? (Yes - I have been asked that)**

So, what do you need to consider if you own a business that is dependent on your people to deliver its success with you: See how many of these steps you take in your business.

- Hand on heart - have you talked to you team about your plans for the business?
- Do you regularly meet with them to discuss progress, opportunities and challenges you are facing (headlines are OK - you don't have to discuss details)
- Are you confident that what your team hear from you; is what you thought you said or intended to say?
- How much do you really know about your people, their skills, achievements, characteristics that you are not aware of that could add value to your business?
- Are you able to confidently delegate or do you keep everything to yourself because it's quicker and easier?

Some of the answers to these questions provide the raw material for looking at how you work first - Inspiring Leadership starts with you – it's you as an owner to create the atmosphere in which you will encourage your team to excel.

So, steps to take:

**Develop a vision for your business and SHARE it and involve your team**

**Plan to have regular 'Strategy/Planning Updates with your team and ask for feedback from them**

**When you issue instructions - seek feedback immediately so that you check what you are asking for is what has been heard**

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Unit2, Greenwood Court-Ramridge Road-Luton-Bedfordshire LU2 0TN

[www.frozenps.co.uk](http://www.frozenps.co.uk)

P:01582 733327



**Plan to do skills audits so that you gain an insight into team members abilities and organise occasional social events to learn about them 'off duty' and very importantly celebrate successes.**

**When planning to delegate work:**

- **Select team member for their skill**
- **Ensure that you give full instructions (rather than a quick briefing and then be disappointed when the task isn't completed the way you wanted)**
- **Ensure that they have ALL the resources they need to be successful**
- **Set deadlines**
- **Seek feedback**
- **Debrief after the task**

And then keep delegating because the more you do the easier it becomes, you will find your team will become more confident and more engaged.

If this article describes you, then try some of these ideas and see if it makes a difference and if you want some extra help call me and book a free consultation – you might be surprised that help can be very affordable and will enable you to make the most of your business.

It really doesn't matter what size your business is - all owners have to learn to be great managers and leaders

'Release The Power of Your Ps'