

Workforce Summit – Breaking Out! Sessions

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Hilton & Towers

Pittsburgh, PA

Motivation 101-Promotion of Opportunities & Career Paths

INTRODUCTION

Facilitator: Peggy B. Fayfich, Human Resources Consultant, Buck Consultants

Speaker: Aaron A. Walton, Senior Vice President, Highmark Bluecross/Blueshield, Strategic Community & Health Initiatives

PRESENTATIO TRANSCRIPT

Name of the Speaker: Aaron A. Walton, inspirational/motivational leader

-started out as a speech and learning therapist

-participative style person, looking for responses

-development topic-“must haves” a lonely career path, managers & employees, creating opportunities through motivation

-motivation is the internal state arouses, directs, and maintains behavior, moving energetically toward a goal while staying focused.

MOTIVE:

Driving forces

Questions-defining appropriate level of persistence

What causes a person to initiate some action?

What is level of involvement in chosen activity?

What causes a person to persist or give up?

Traits-situational analysis, relate, think, feel, and act

Thoughts:

Powerless-“they won’t let me”

“they made me”

“I’m interested in”

Powerful- “I choose not to”

“I can exert influence”

“I am pleased with myself”

Feelings:

Powerless-helpless, dependent, undeserving, codependent

Powerful-confident, hopeful, interdependent, independent, deserving

Actions:

Powerless-complaining, manipulating, seek validation from others, blaming, and giving up

Powerful-stating expectations, negotiating, giving self-permission, self-affirming, accept responsibility, and exercise leadership.

Surfacing Talent

Self-selection-you decide and promote yourself

election/observation on peers, or observing others

Talent Search

Characteristics of a new employee-like challenge, motivation to learn, mastering orientation, attribute successes (failure to controllable causes), put themselves out there with some level of risk

Ways to be Attractive:

- offer rewards
- removing performance obstacles
- reflection of style, tutoring, teaching, and managing stress

Ways to Increase Your Odds for Promotional Opportunities:

1. Making sure goals you are working for are something you really want. (personal internal make-up)
2. Avoid conflicting goals (buying too big of a house, not enough income, sabotage of hardwork) non-integrating. What are priorities? Adaptability/variables that change us through the day.
3. Write your goals in the positive, work for what you want, not what you want to leave behind. Visualize!! Point of Reference!! Call it back!! Practice the direction that you want to go in. Think positive everyday; keep issues confined to where we can deal with them appropriately. Let people see you shine!!
4. Make sure your goals are high enough, be an advocate or mentor.

Motivational Practices-move career path

- challenging the process (status quo)
- searching for opportunities
- experiment take risks
- inspire a shared vision "what could be?"
- enlisting others/collaboration
- enabling others to act
- fostering others, concern for others, encouragement
- modeling the way, plan small
- encouraging the heart, recognize individual contribution
- create accomplishment

7 Habitats of Highly Effective People:

1. Be proactive, you are the one that sets the pace.
2. Begin with end in mind and determine destination before journey.
3. Put first things first, always prioritize.
4. Think within, within (abundance mentality vs. scarcity mentality), you do not have to win at someone else's expense.
5. Seek first to understand then to be understood.
6. Synergize
7. Sharpen the saw, continue to me-tool oneself and continue to stay relevant.

Putting Your Talent to Work:

1. Process dynamic, big process
 2. We may be in a position to directly influence.
 3. Often indirectly
- networking, for others or self and act as an advocate
 - relationship building(basis for you & others you serve)
 - projects (deserve behavior, point of reference for readiness) in terms of development.
 - alternative assignment-some opportunities are better pursued in a different area of interest .
 - things change→adaptability, best determined by individual, goals that are set.

Changing World Between Formal Falk & Informal Activity:

Financial industry has turned upside down/away from “old boy” was implied. (last decade vs. 20 years ago)

Positive, shared vision, criteria, scope sector:

Top 3 Possibilities:

1. barriers
2. champion
3. merging (feasibility)

Q & A:

1. What causes a person to initiate action? What is level of involvement in chosen activity?
What causes a person to persist or give up?

Answer-People are powerless or powerful in thought, feelings, and in actions.

SESSION ISSUES USED FOR FACILITATED GROUP DISCUSSION:

1. Lack of awareness of career opportunity.
2. Employees not taking pride in work or company.
3. Need to relate to needs of employees.
4. Standards for employee satisfaction not set.

ADDITIONAL ISSUES RAISED BY AUDIENCE

Captains: Employee pride→Key issues

- All accomplishable
- Lack awareness-student/community correction
- Standards satisfaction-cultured with barriers, accessibility & commitment challenges
- Relating→everyone must buy into, difficulty in defining communication, must be by company.

Start of a new network community of resources = projects, recommendations, clarification, communication, think outside the box, and initiatives.