L&L LEADING & LEARNING INCORPORATED

Lead-zine E-Magazine

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Leading and Learning, Inc. is an **organizational management consulting firm**. We are a firm of 35 professionals who work with CEOs, leaders on issues of organizational change, leadership development, and personal, professional effectiveness. Our experts in the fields of business, education and health care work with leaders in a wide array of corporations and organizations – **banking, manufacturing, utilities, hospitality/ entertainment, hospitals/health systems, technology/aerospace, service industry, government.**

LEADING AND LEARNING'S DR. BILLIE BLAIR WAS NOMINATED AS CITIZEN OF THE YEAR FOR 2006.

The Temecula Chamber of Commerce honored nominees at a February 24th, 2007 Gala.

Dr. Blair is also featured in the latest promotional DVD of the Temecula Convention and Visitors' Bureau. See this link on the Leading and Learning, Inc. website: www.leadingandlearninginc.com

Did You Know that many boards are now conducting formal evaluations . . of *themselves* ? ***Our board clients use the services of Leading and Learning, Inc. to provide feedback on critical areas such as understanding of issues, attendance at meetings, and participation to better understand their processes for the future.***

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March, 2007 – *"Motivation: The Staple of Business"*

For managers, the spring season is the time when employees' motivation often lags and when motivators in the workplace are most needed.

Intrinsic motivation is that which comes from within the individual, where task performance is done for the sheer joy of it. An adult, playing a musical instrument often falls into this category; whereas a child, practicing the musical instrument requires extrinsic motivation.

Extrinsic motivation is derived from stimuli external to the individual. For adult workers, external motivators need to be constantly present in the workplace. Few workers, from executives through crews, are able to get through their work days without the presence of a variety of extrinsic factors. It is necessary, therefore, for the managers to understand the factors that motivate employees.

***Money* – One of the most common misunderstandings about motivation is the interaction between monetary remunerations and employees. There is an assumption that money is the great motivator in the workplace. Money serves to *attract personnel to fill positions.* However, once hired, money rarely plays a significant role in worker motivation.**

***Work Structure* – One of the biggest motivators of personnel today is tailoring their work schedules to be compatible with personal and family schedules. This practice takes more time, but has the benefit of pleasing employees and garnering their loyalty.**

***Work Support* – Providing the latest in technological support through workspace design is another invaluable motivator that makes the workday pleasant and ensures ongoing employee satisfaction.**

Motivated employees are successful employees, and successful employees work at successful businesses!