

Motivating your team: A three-pronged approach

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ICAEW

Today's presenter



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Business and management

This section brings together the most up-to-date thought leadership, technical resources and professional guidance for ICAEW members in business. It also includes the more specialist information provided by ICAEW's Business and Management Faculty.



Need to know

- Business and Management Faculty**
The faculty provides a mix of technical and soft skill resources to help members meet their CFO requirements and keep abreast of the changing world of business. Resources include our monthly magazines, special reports, quarterly briefings, as well as our popular webinar and events programme.
- Coronavirus (COVID-19) hub**
Coronavirus is not just a world health emergency; it is an economic one too. The economic impacts are plain to see and emergency provisions are being made worldwide in an attempt to support individuals, business and anyone who advises them. ICAEW is monitoring the situation closely and collating resources as conditions unfold.
- Core Accounting and Tax Service (Bloomsbury)**
From May to October 2020 members in business have free trial access to Bloomsbury Professional's comprehensive online library, comprising over 60 titles from leading commercial law, tax and accounting subject matter experts.

Commercial insight



EXPANDING THE CFO'S HORIZONS

SPECIAL REPORT
SEPTEMBER 2020

Tourism in the UK - post covid



How UK tourism should respond to lockdown lifting.

[Read article](#)

Articles

- > [What is a post furlough world?](#)
- > [The future of agriculture](#)
- > [How to communicate better](#)

Resources

- > [PDF of July/August magazine](#)
- > [July/August technical update](#)
- > [View our past webinar recordings](#)

[icaew.com/bam](https://www.icaew.com/bam)



Motivating your team: A three-pronged approach

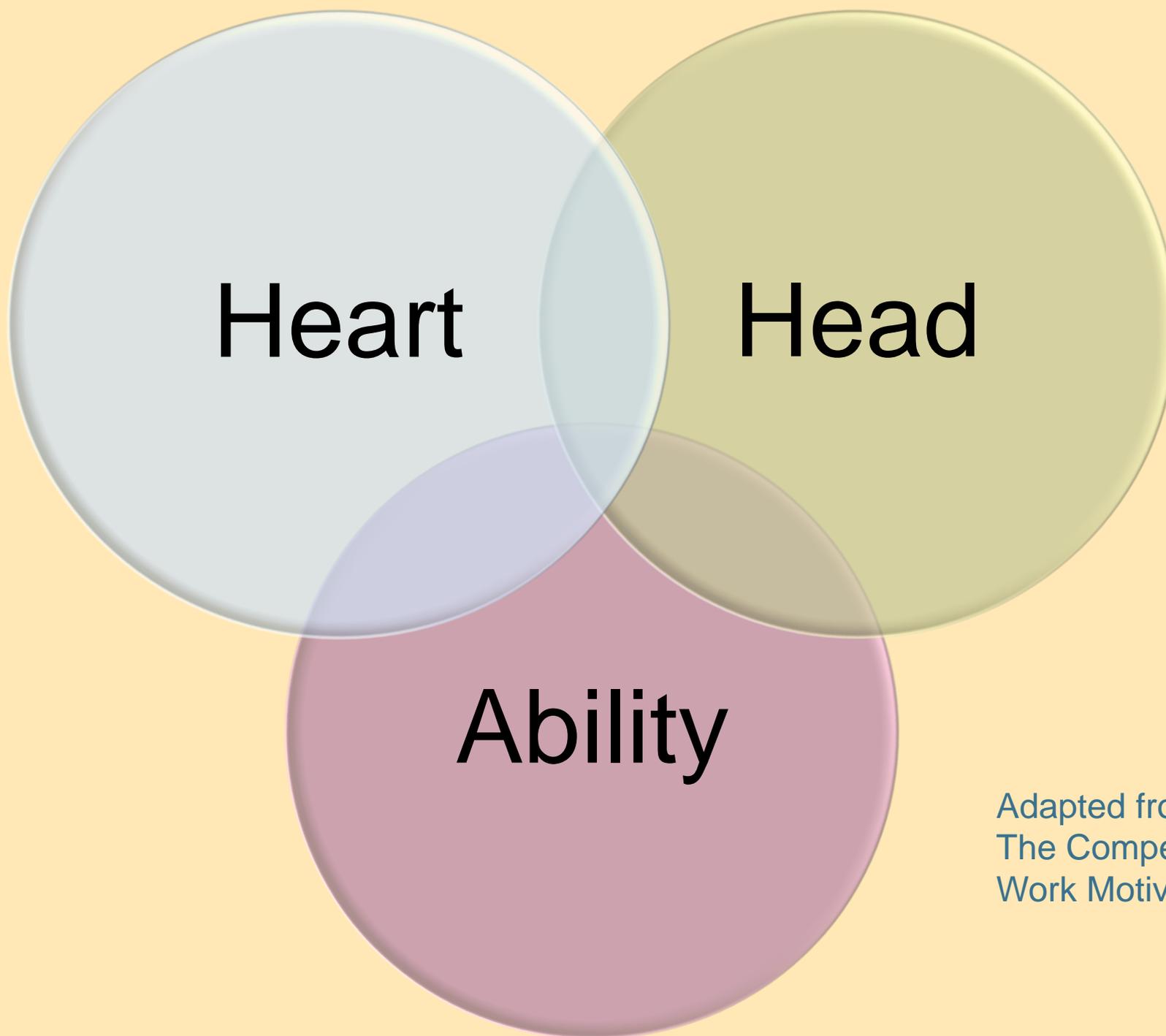
RICK PAYNE, BUSINESS AND MANAGEMENT FACULTY

Outline

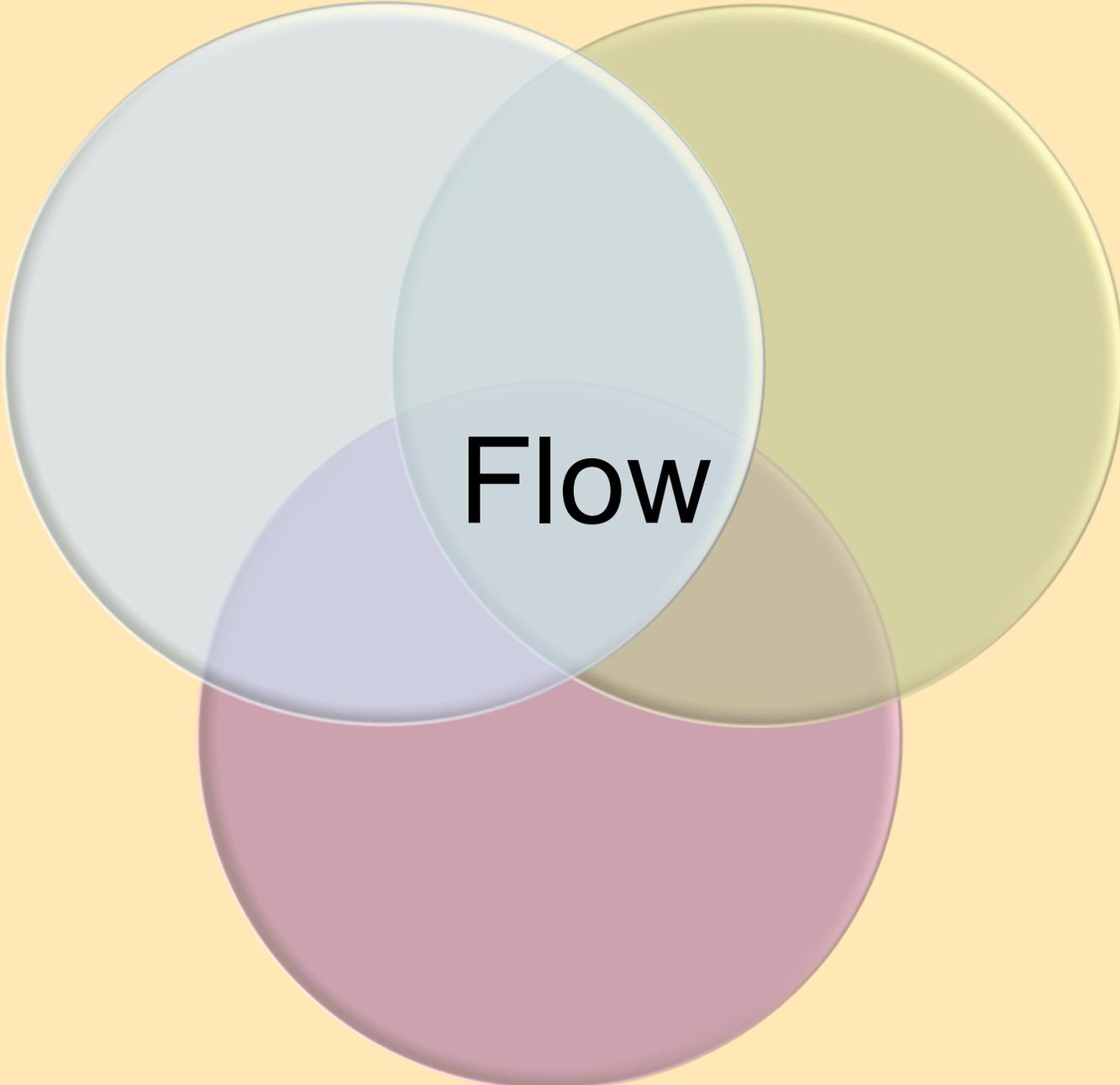
- Motivation defined
- Summary motivation model
- Putting the model into practice

Motivation – the attributes that move us to do something

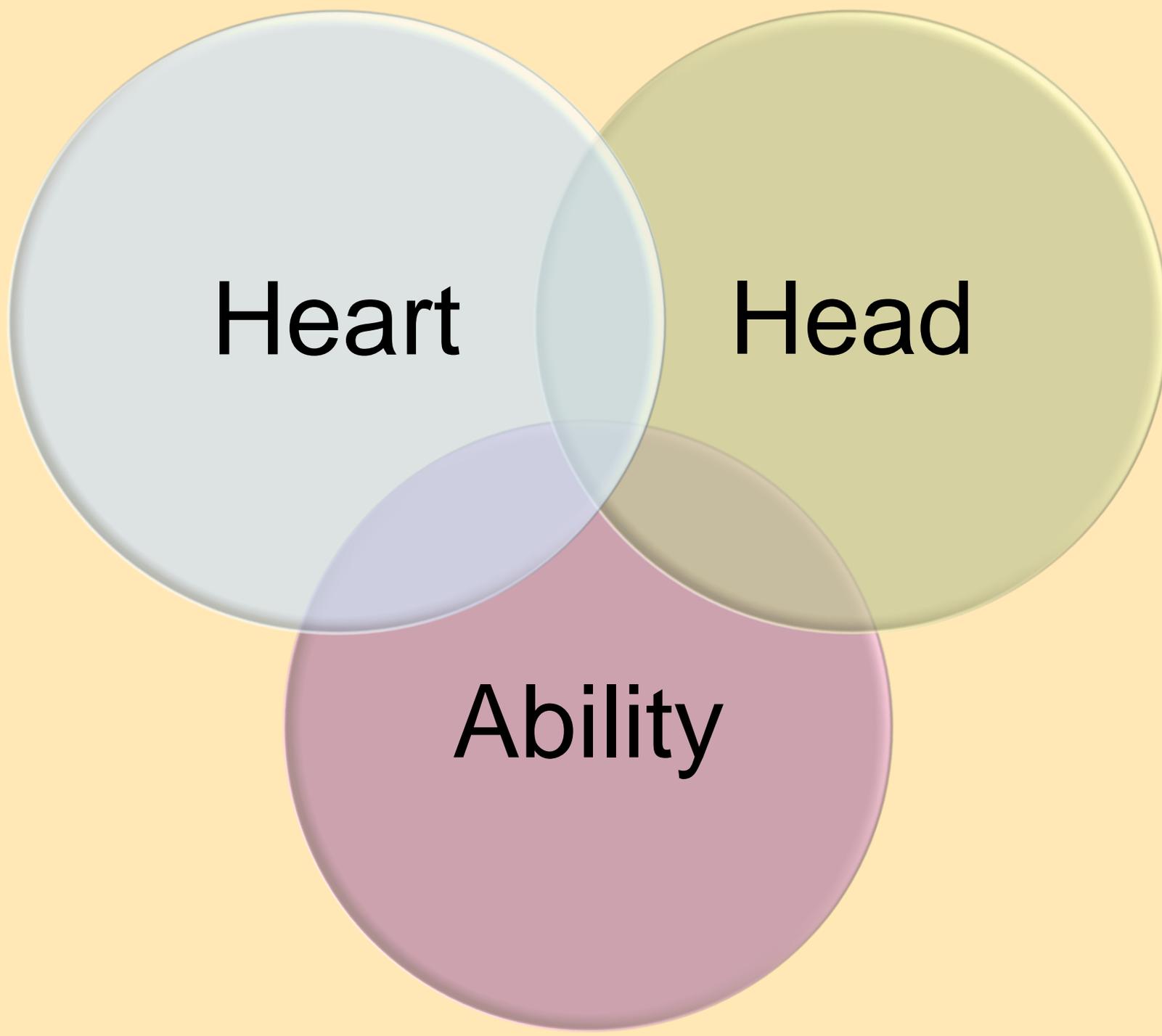




Adapted from H. M. Kehr, 2004
The Compensatory Model of
Work Motivation



Flow

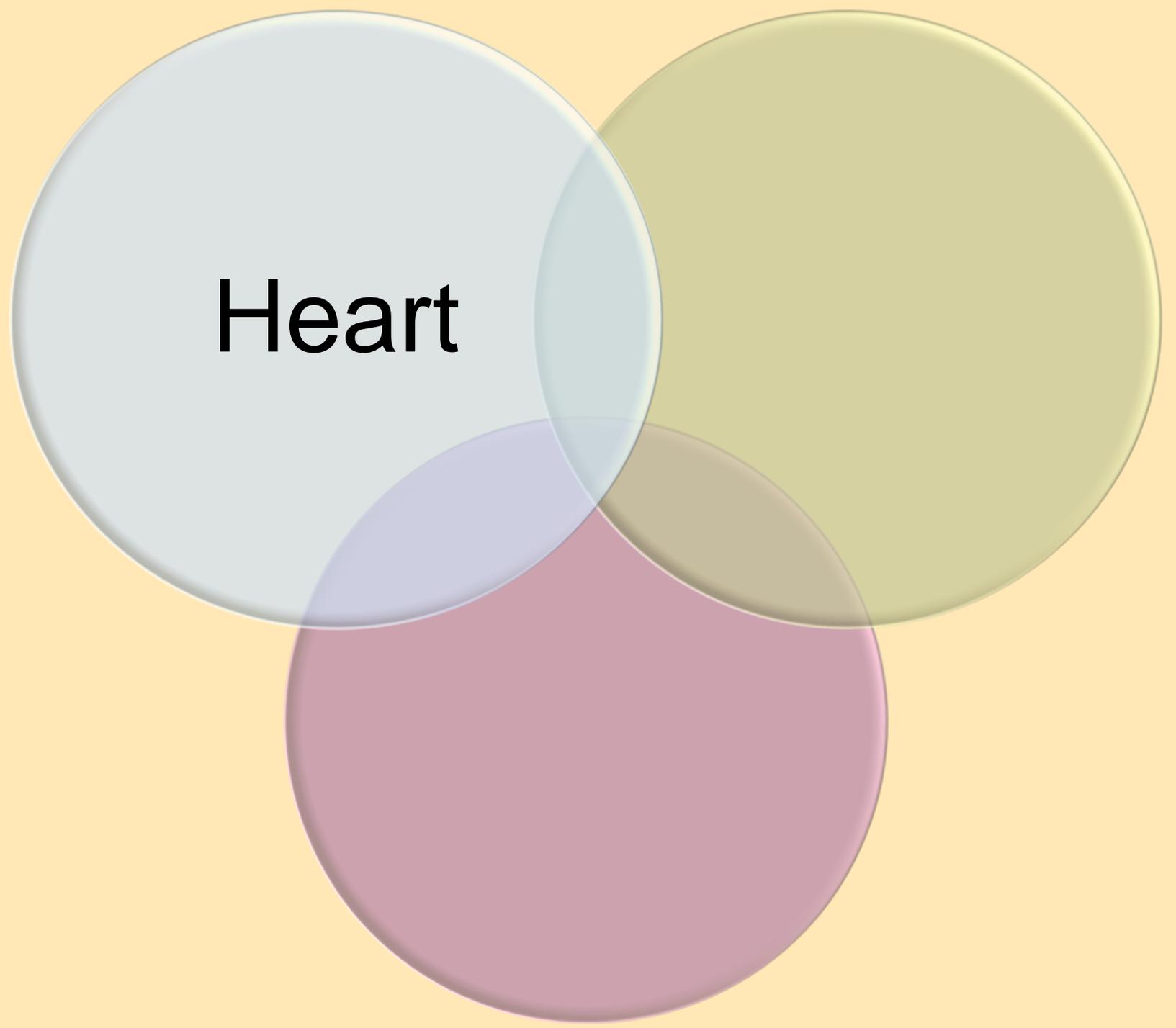


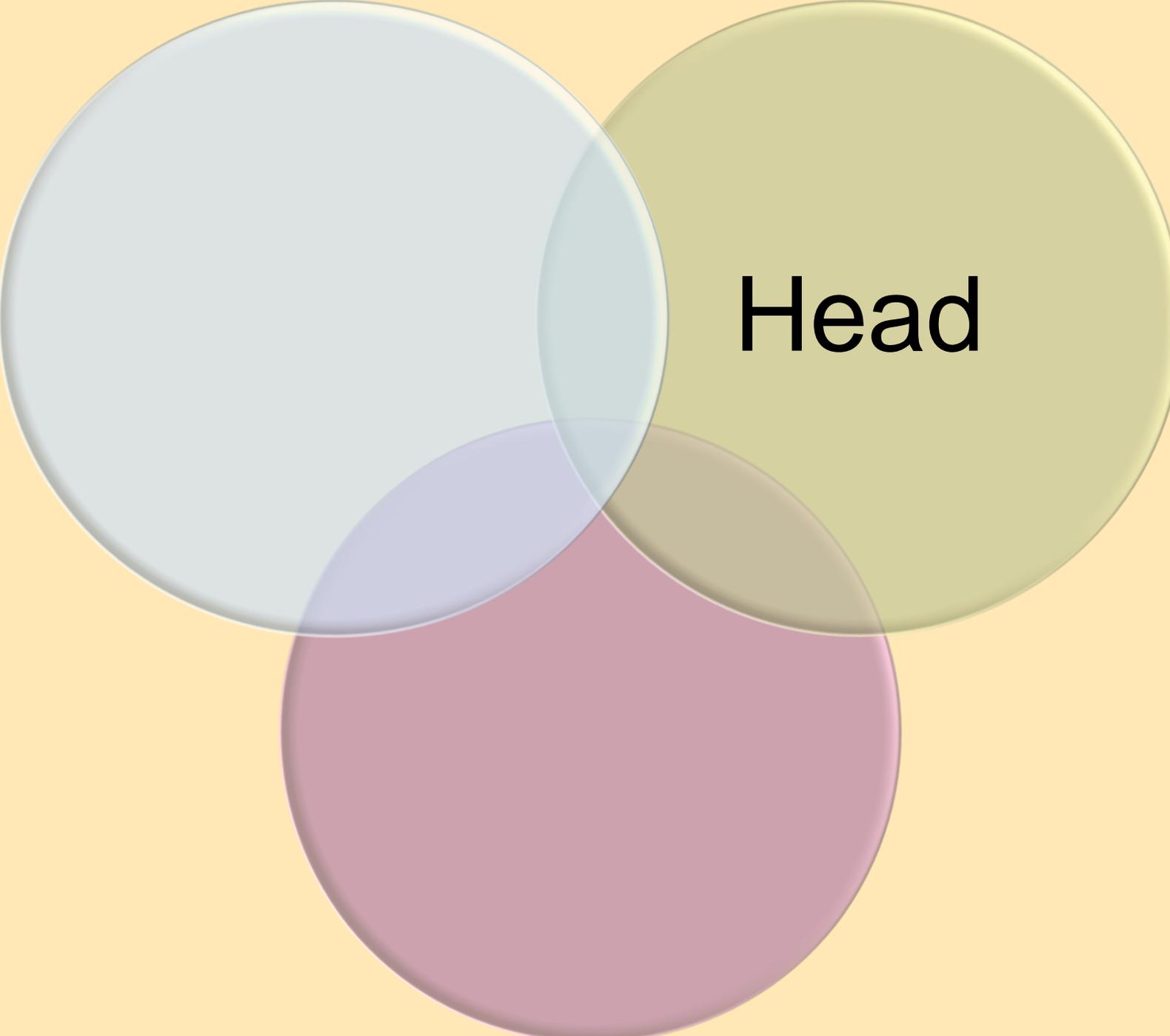
Heart

Head

Ability

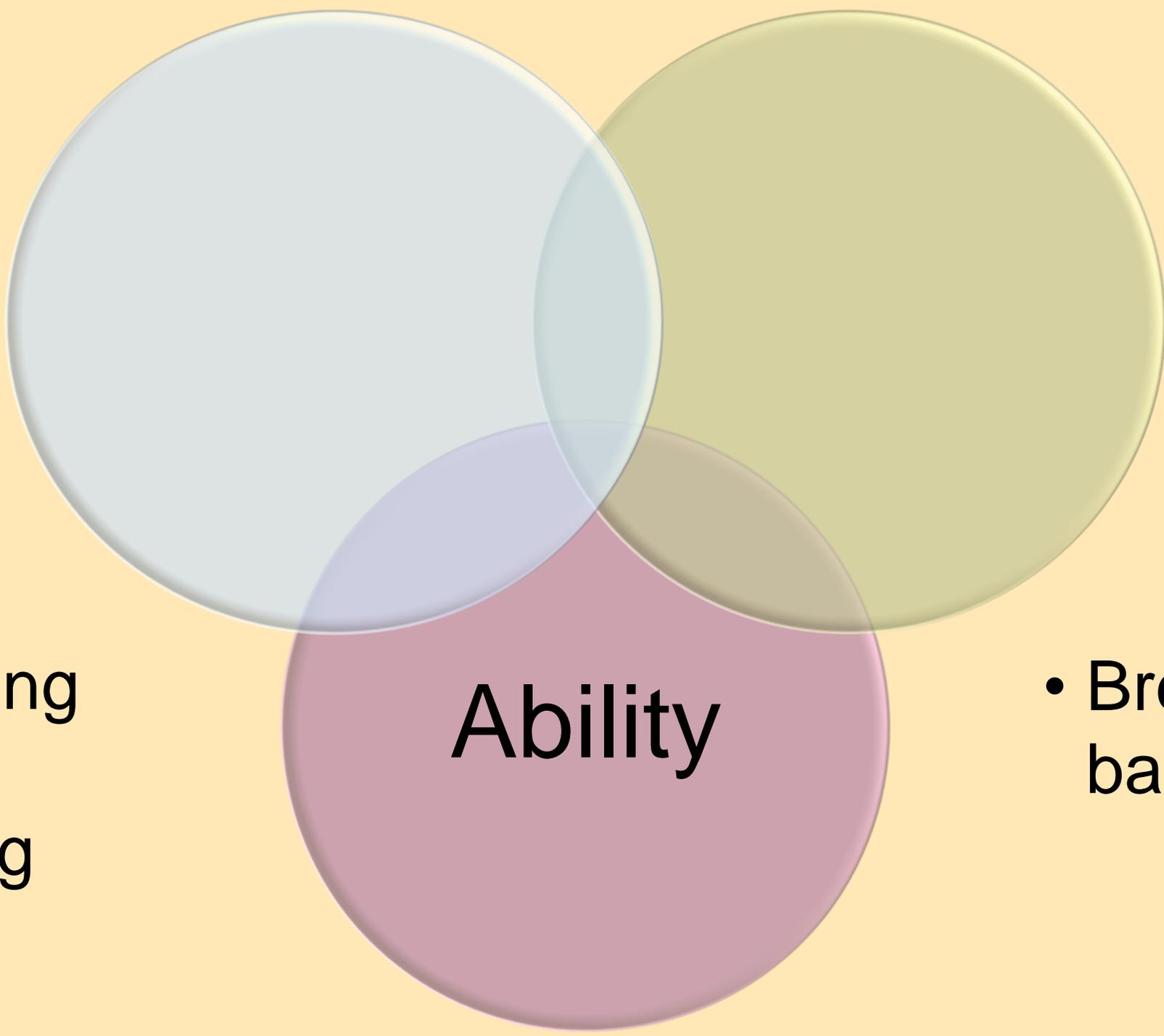
- Selection
- Job Design





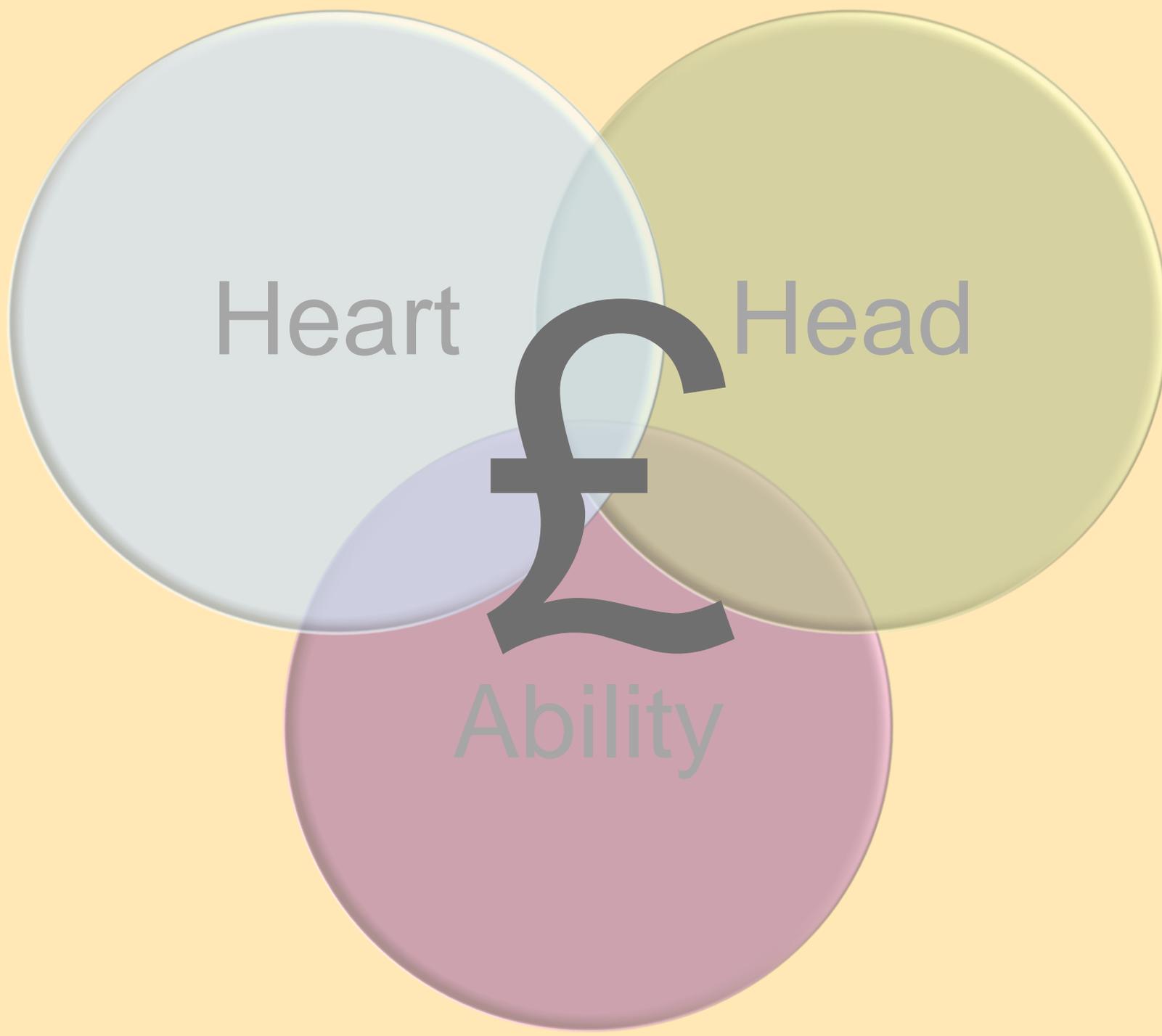
Head

- Belief in Organisation
- Team loyalty
- Management quality
- Career advancement
- Incentives



- Coaching
- Training

- Break down barriers

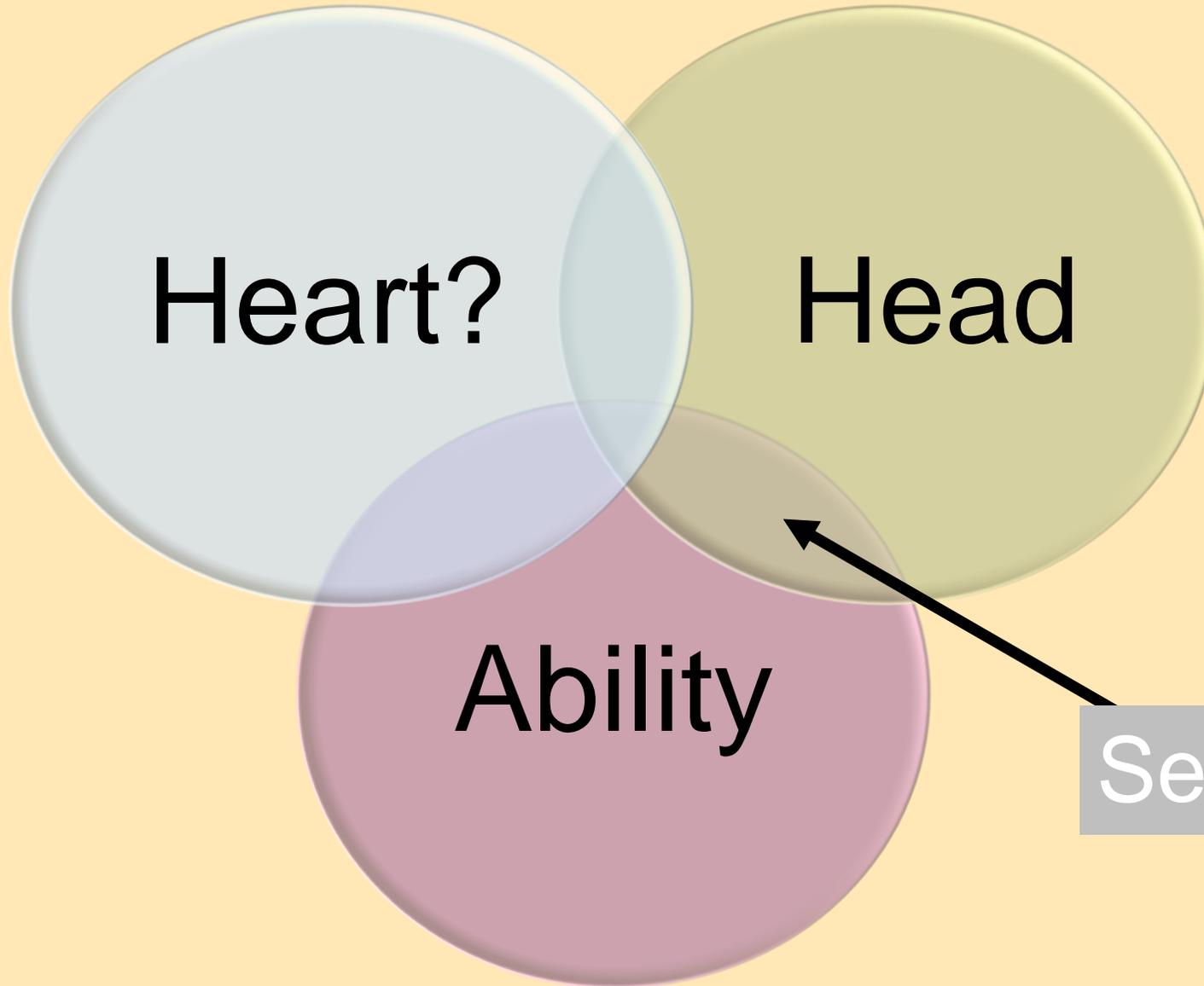


Heart

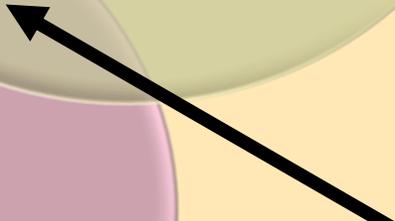
Head

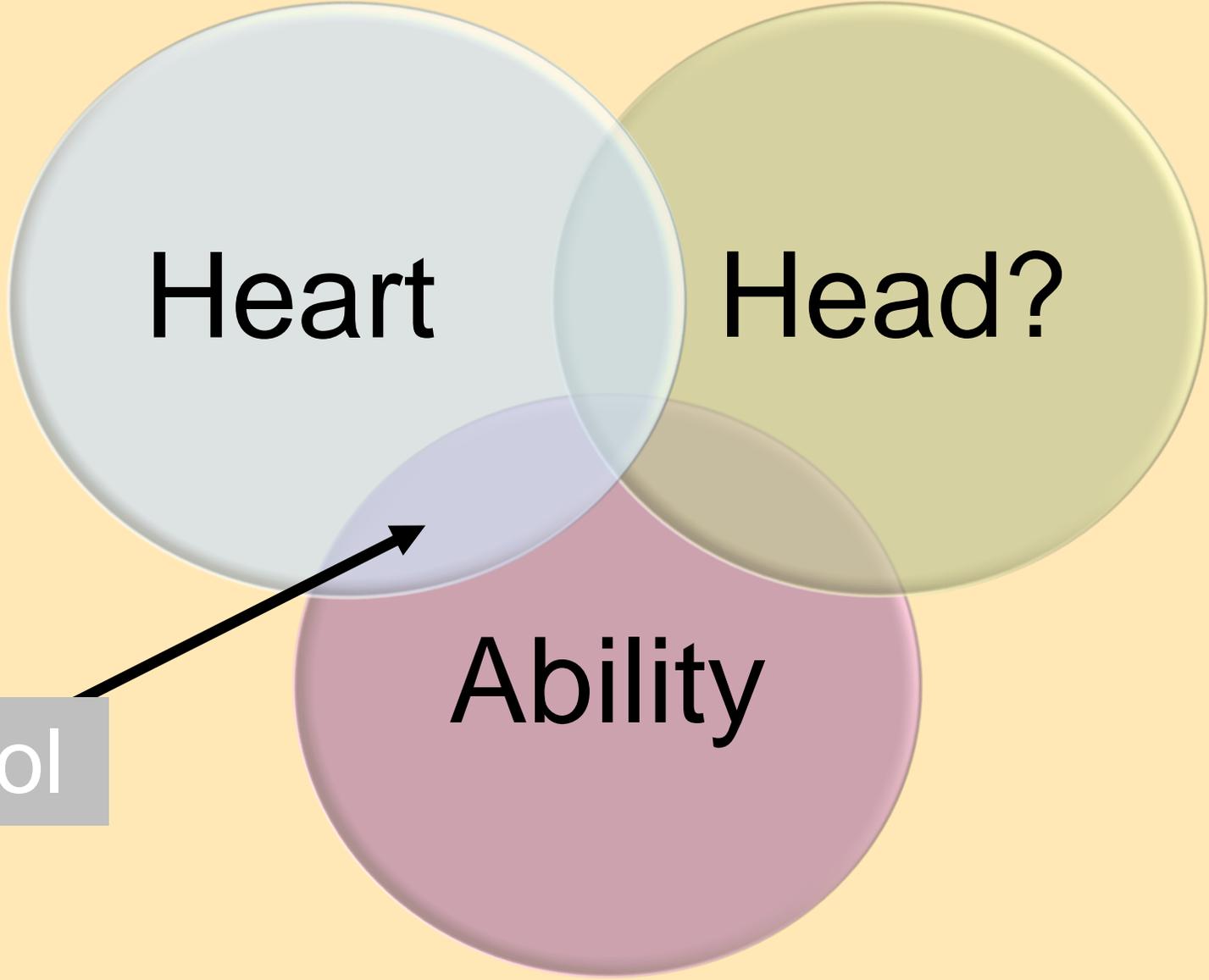
Ability

£

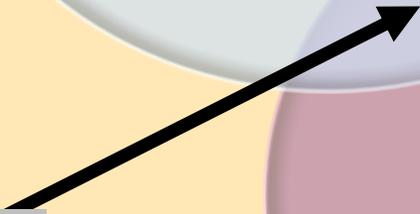


Self Control

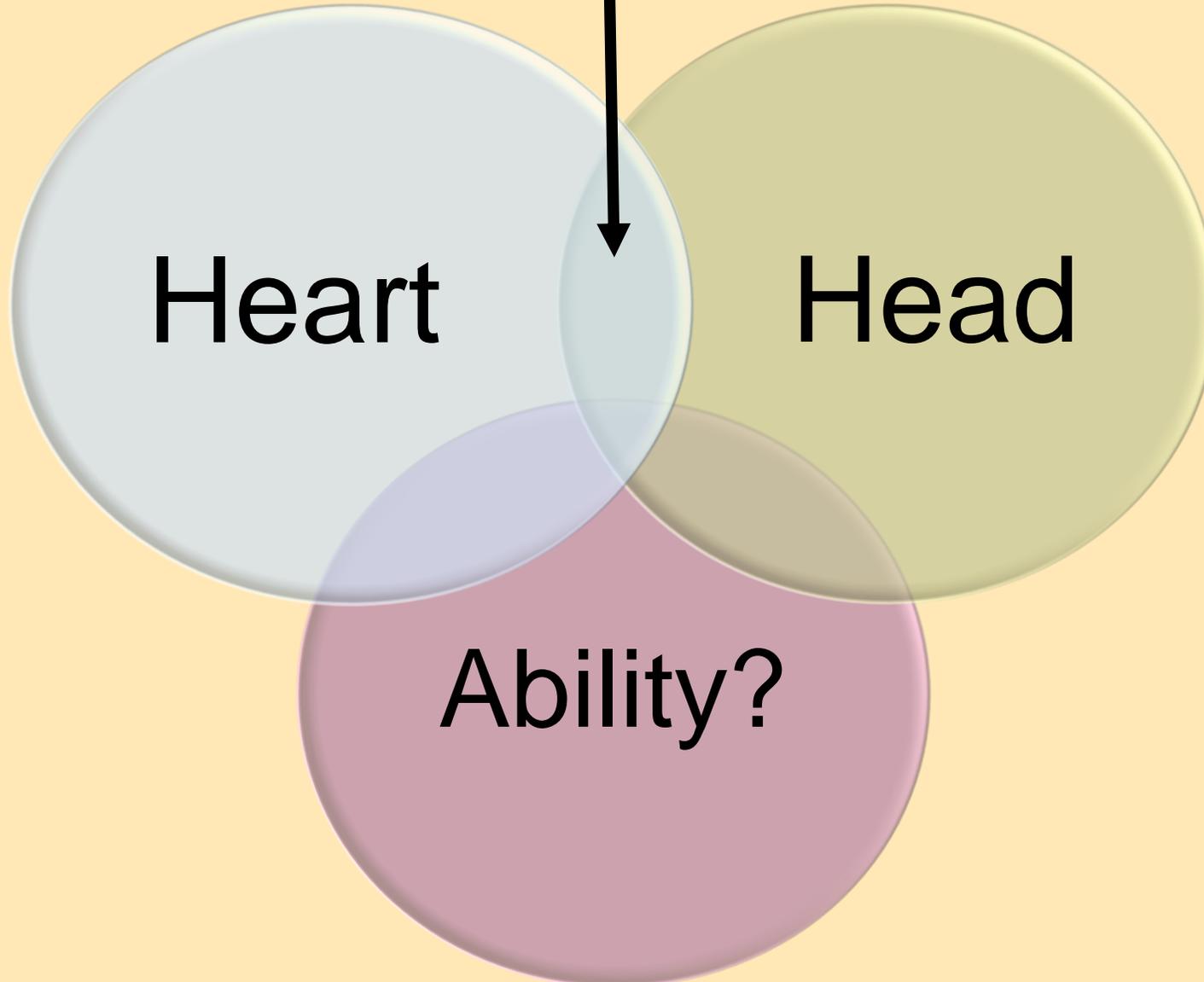




Self Control



Problem Solving



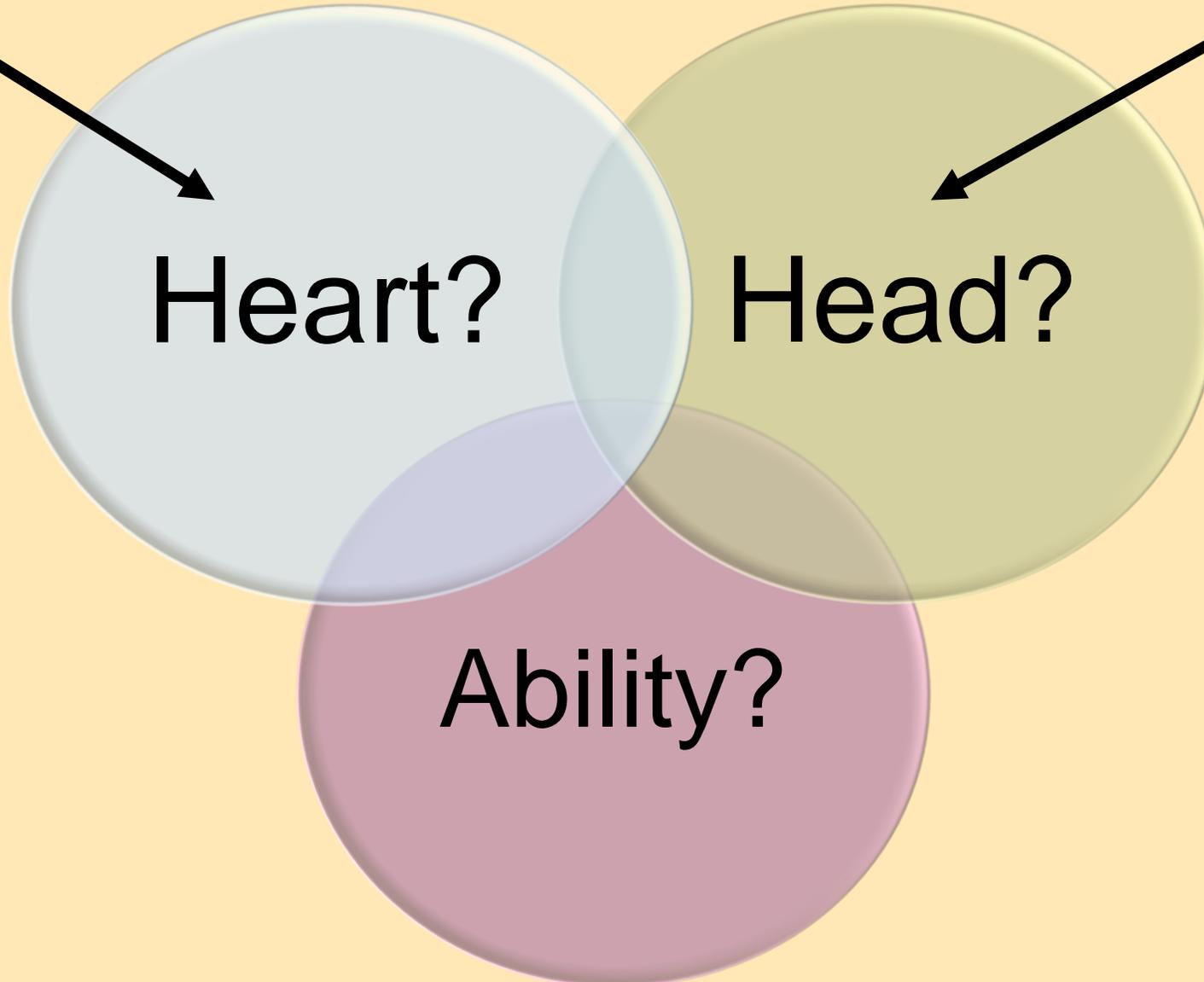
Heart

Head

Ability?

Self Control and
problem solving

Self Control and
problem solving



Heart?

Head?

Ability?

Self Control and
problem solving

Heart



Self Control and
problem solving

Head?

Ability?

“Make a careful list of all things done to you that you abhorred. Don’t do them to others, ever”



“Make another list of all things done to you that you loved. Do them for others, always”

Dee Ward Hock, founder and former CEO of Visa

Upcoming BAM webinars

60 minute webinars – 10.00am

Future proof your organisation – an internal audit approach to operational resilience

11 March

Digital downtime

16 March

Modern slavery: how to prepare a s54 statement

17 March

Using scenario planning to navigate uncertainty

14 April

Business resilience

27 April

Skills to future proof your career

5 May

Economic update

9 June

20 minute webinars – 12.30pm

Data valuation: the key to more value creation

26 April

Managing bribery and corruption in a downturn

12 May

Why You? 101 job interview questions you'll never fear again

21 September

Catching a money launderer

13 October

Online learning – 10am

Get the job you want

14 September

[icaew.com/bamevents](https://www.icaew.com/bamevents)

Thank you for attending

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Upcoming BAM webinars and events

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