


# ACTIVATING YOUR ORGANIZATION'S AMBITION





**As a manager, your objective is to improve the performance of your human capital.**

Your seven options:





Your seven options:

- Hire higher performing employees



## Your seven options:

- Hire higher performing employees
- Conduct training and education programs

A photograph of a large, rugged mountain peak covered in snow, set against a clear blue sky with some light clouds. The mountain's surface is textured with snow and dark rock patches. The overall scene is bright and clear.

## Your seven options:

- Hire higher performing employees
- Conduct training and education programs
- Coach and mentor



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- Hire higher performing employees
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- Provide special assignments



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- Increase external motivation and incentives





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- Enable self-motivated and -directed development

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- Hire higher performing employees
- Conduct training and education programs
- Coach and mentor
- Provide special assignments
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- Implement new practices, processes and systems
- Enable self-motivated and -directed development

Consider which options provide the longest lasting value,

## Your seven options:

- ~~Hire higher performing employees~~
- Conduct training and education programs
- Coach and mentor
- Provide special assignments
- ~~Increase external motivation and incentives~~
- Implement new practices, processes and systems
- Enable self-motivated and -directed development

**Consider which options provide the longest lasting value, boost retention,**

## Your seven options:

- ~~• Hire higher performing employees~~
- ~~• Conduct training and education programs~~
- Coach and mentor
- Provide special assignments
- ~~• Increase external motivation and incentives~~
- ~~• Implement new practices, processes and systems~~
- Enable self-motivated and -directed development

**Consider which options provide the longest lasting value, boost retention, are the least expensive,**

## Your seven options:

- ~~Hire higher performing employees~~
- ~~Conduct training and education programs~~
- **Coach and mentor**
- ~~Provide special assignments~~
- ~~Increase external motivation and incentives~~
- ~~Implement new practices, processes and systems~~
- **Enable self-motivated and -directed development**

**Consider which options provide the longest lasting value, boost retention, are the least expensive, are the least disruptive,**



## Your seven options:

- ~~Hire higher performing employees~~
- ~~Conduct training and education programs~~
- ~~Coach and mentor~~
- ~~Provide special assignments~~
- ~~Increase external motivation and incentives~~
- ~~Implement new practices, processes and systems~~
- **Enable self-motivated and -directed development**

**Consider which options provide the longest lasting value, boost retention, are the least expensive, are the least disruptive, and promote employee engagement.**



**Consider enabling self-directed development.**



How?



**How do you motivate and enable your employees to improve their own skills, knowledge, attitude, or behavior?**



A photograph of a large, rugged mountain peak covered in snow, set against a clear blue sky with some light, wispy clouds. The mountain's surface is textured with snow and dark rock patches. The overall scene is bright and clear, suggesting a high-altitude, sunny day.

Have them follow the eight principles of *Activating Your Ambition™*.

***Principle One: Awareness – Become aware of the need to develop.***



People don't improve if they don't know what to improve.



***Principle Two: Motivation – Get excited about self-development.***



**Build up the excitement and buy-in. Visualize the benefits of achieving the self-development goal.**



*Principle Three: Belief* – Build confidence that self-development can truly be achieved.





**Confidence grows by believing and knowing how to overcome any obstacles that will be confronted.**



***Principle Four:*** Incremental steps – Craft a written plan of actions and milestones that are based on small steps.



Successful plans include easily started actions . . .



. . . which move you forward gradually minimizing your brain's built-in resistance to change.



***Principle Five: Time & Energy – Free up the time and energy that the development will require.***



Remove the “I don’t have the time or energy” excuse that derails so many initiatives.



*Principle Six: Initiation* – Start the self-development journey under optimal circumstances.



Plan around any disruptive events, projects, holidays, or other distractions.





*Principle Seven: Others – Involve others in the journey.*



Engage others who will provide insight, encouragement, resources, and accountability.



***Principle Eight: Normalcy – Apply the new behavior until it is a habit.***



Find opportunities to practice the desired new behavior until it is routine.



Enable these eight principles and watch the performance of your human capital take off.



It can be as simple as providing a copy of *Activating Your Ambition* to each of your employees.



..... Or contact us about conducting a workshop designed specifically to your needs to get your organization going.



For more information, email [ambition@alpinelink.com](mailto:ambition@alpinelink.com)  
or see: [www.activatingyourambition.com](http://www.activatingyourambition.com).





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