

ACTIVATING YOUR ORGANIZATION'S AMBITION

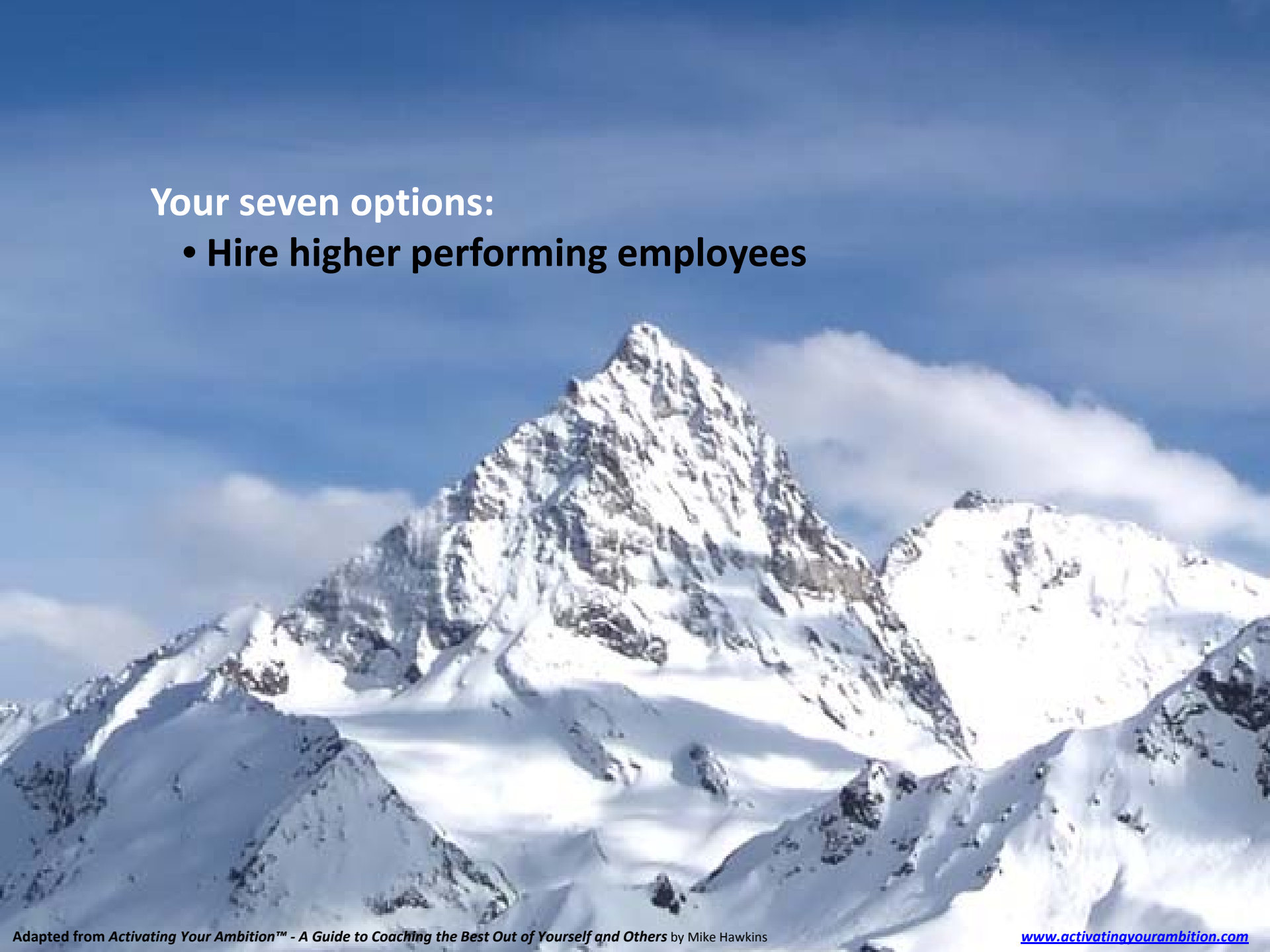


A full-page background image of a snow-covered mountain peak. The mountain is rugged, with sharp ridges and deep crevasses filled with snow. The sky is a clear, vibrant blue, dotted with soft, white clouds. The overall scene conveys a sense of high achievement and aspiration.

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

Your seven options:



A full-page background image of a snow-covered mountain peak, likely Mount Everest, under a clear blue sky with some light clouds. The mountain's ridges and valleys are covered in white snow, with some dark rock visible. The sky is a deep blue with soft, white clouds.

Your seven options:

- **Hire higher performing employees**

A full-page background image of a snow-covered mountain peak, likely Mount Everest, under a clear blue sky with some light clouds. The mountain's ridges and valleys are covered in white snow, with some dark rock visible on the steeper slopes.

Your seven options:

- Hire higher performing employees
- Conduct training and education programs

A full-page background image of a snow-covered mountain peak, likely Mount Everest, under a clear blue sky with some light clouds. The mountain's ridges and valleys are covered in white snow, with some dark rock visible. The sky transitions from a deep blue at the top to a lighter blue near the horizon.

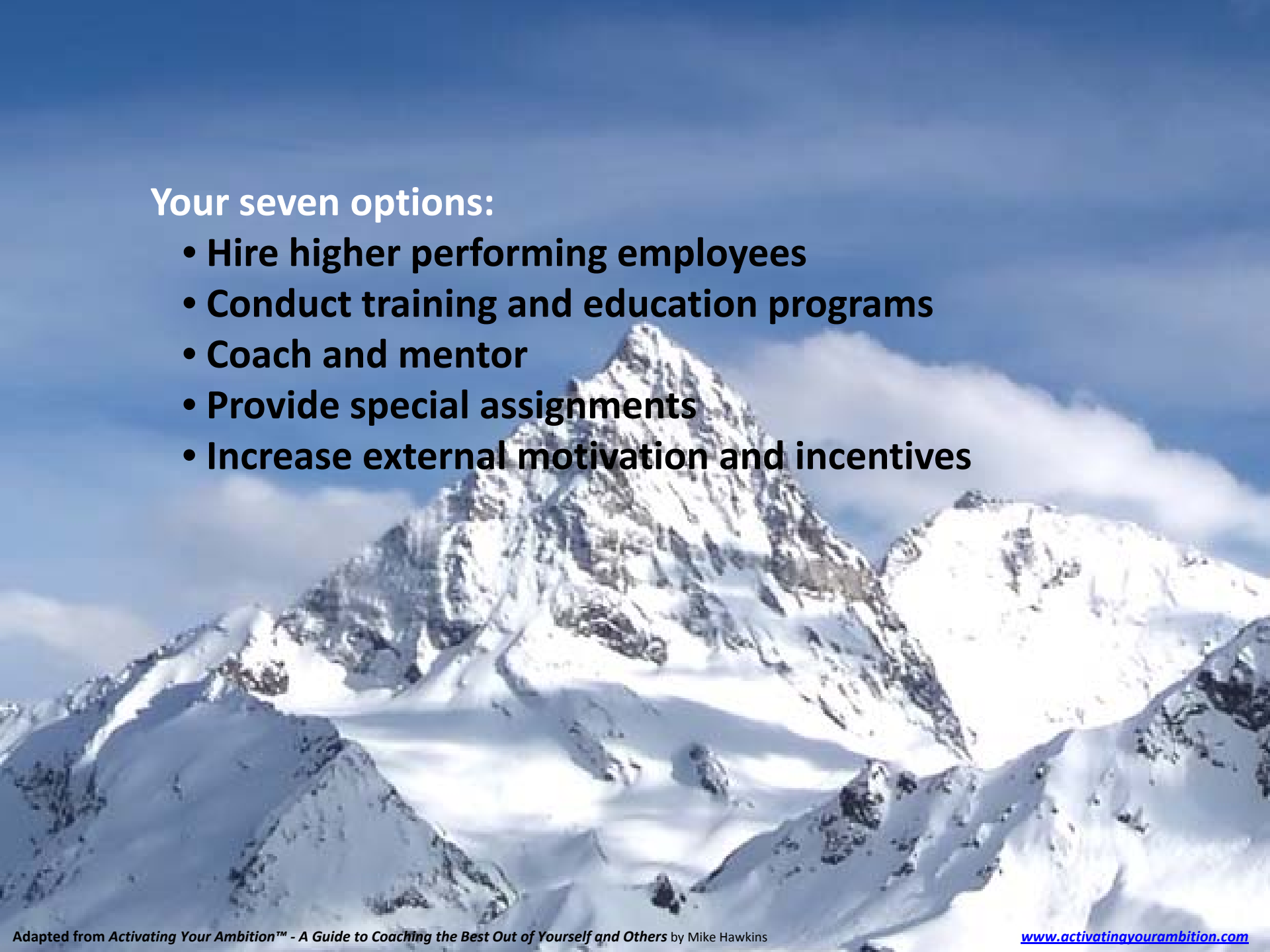
Your seven options:

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



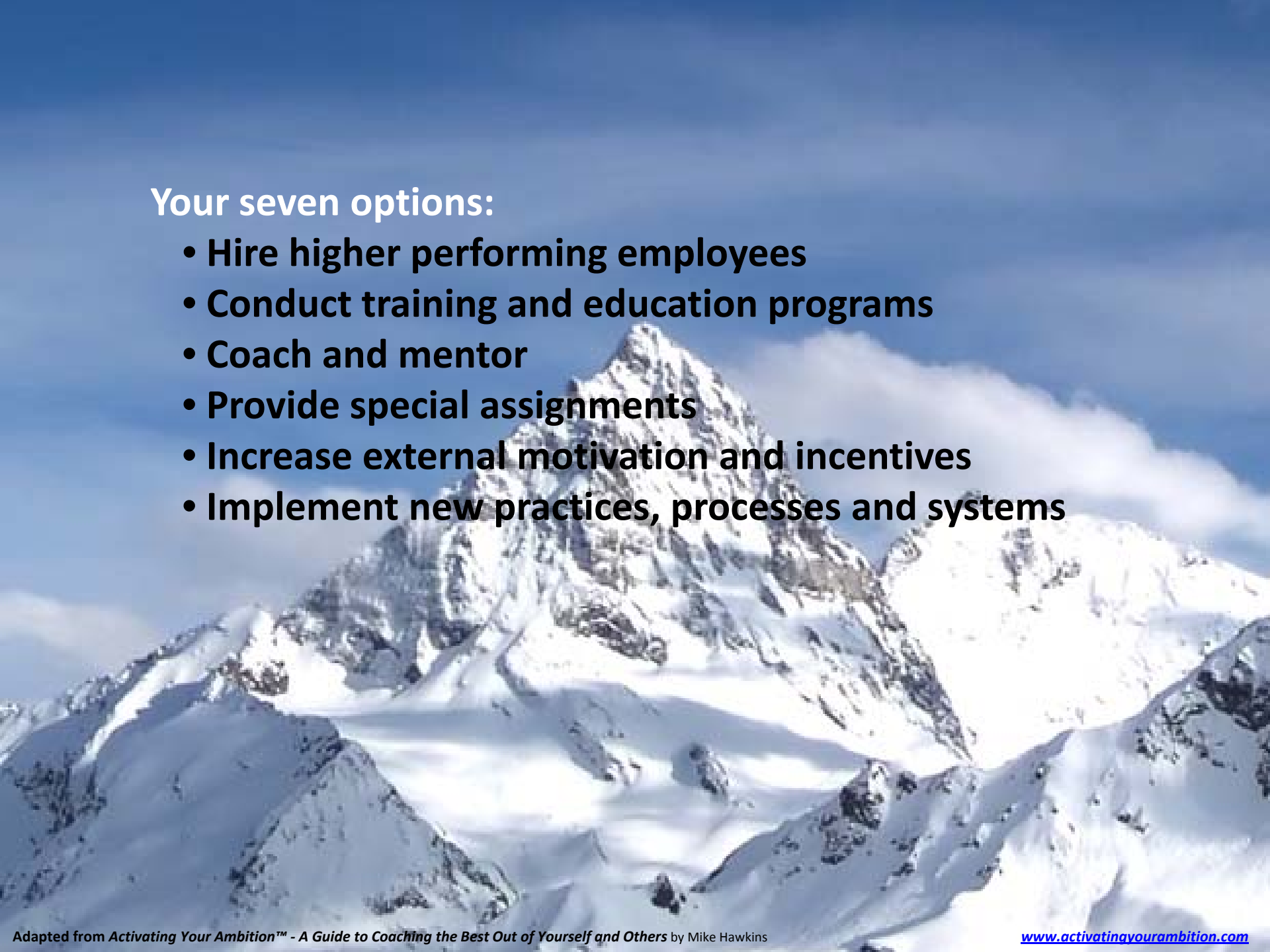
Your seven options:

- **Hire higher performing employees**
- **Conduct training and education programs**
- **Coach and mentor**
- **Provide special assignments**



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- **Increase external motivation and incentives**



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- **Provide special assignments**
- **Increase external motivation and incentives**
- **Implement new practices, processes and systems**



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- **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**

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,

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:

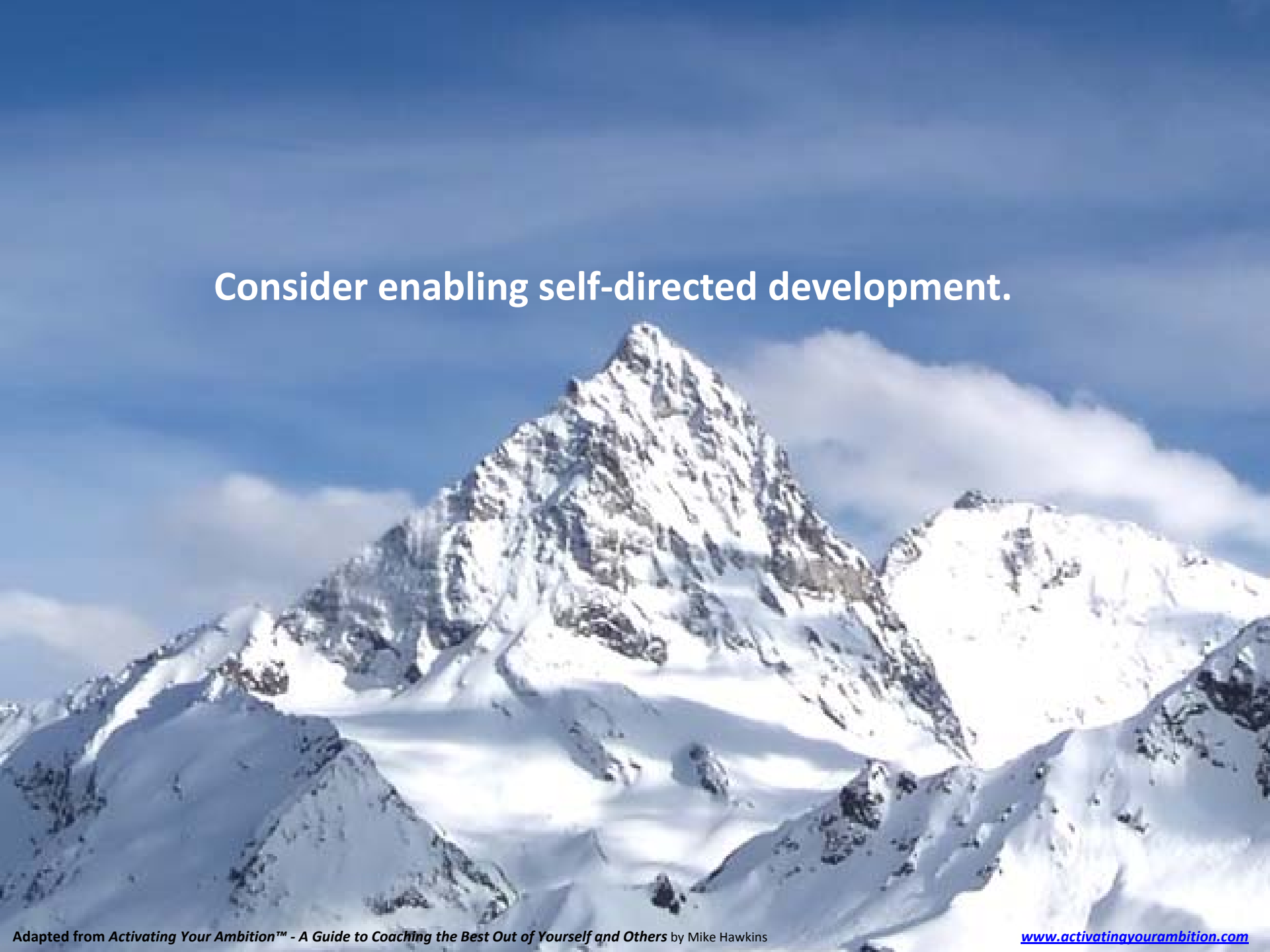
- ~~Hire higher performing employees~~
- ~~Conduct training and education programs~~
- **Coach and mentor**
- ~~Provide special assignments~~
- ~~Increase external motivation and incentives~~
- ~~Implement new practices, processes and systems~~
- **Enable self-motivated and -directed development**

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.

A full-page background image of a snow-covered mountain peak. The mountain is rugged, with sharp ridges and deep crevasses filled with snow. The sky is a clear, vibrant blue, dotted with soft, white clouds. The overall scene conveys a sense of height, challenge, and achievement.

Consider enabling self-directed development.

How?



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



A full-page background image of a snow-covered mountain peak. The mountain is rugged with patches of dark rock visible through the white snow. The sky is a clear, vibrant blue with some light, wispy white clouds scattered across it. The overall scene is bright and inspiring.

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
or see: www.activatingyourambition.com.



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