

MOJO 100
BOOST MOTIVATION
The 100 day challenge

THE INNOVATION EDITION

MOJO.NOMICS

THE MOTIVATION TO BOOST GROWTH

10 LEADERSHIP WORKOUTS TO FUEL DOUBLE-DIGIT GROWTH

Challenging times await. We need more fearless leaders at every level. A growth mindset where a critical mass of people – not just a select few at the top – choose to step up, take accountability, push past the excuses and deliver breathtaking results.

Sukhwant Bal PhD

ARE YOU GOOD TO GROW?

To achieve double-digit growth you can have the best game-plan, but without human ingenuity, grit and drive – this will count for nothing. Motivation and joy (MOJO) provide the rocket-fuel propelling people past the excuses and their limitations.

The Mojonomics Leadership System is based on 5 ‘calls-to-action’:

1 Inspire more leaders without title. Outside of work employees show acts of leadership in every aspect of their lives. Yet when they come to work they hesitate. **The solution:** Mojo100 allows employees to track their personal motivation every 100 days. Followed by 100 days of daily video clips on how to ‘lead without title’.

2 Teach Managers to coach: employees want to be led more than managed. They expect feedback, coaching and on-going development. It’s the key to engagement and retaining your best people. **The solution:** every 100 days Managers get data on how motivated their team are. Followed by daily tips and hints on how to inspire high performance.

3 Design learning moments into every meeting: too many business meetings leave people feeling ‘cold’, bored, uninspired. Reporting matters – but it’s not the only game in town. **The solution:** we equip managers with the tools to bring learning workouts into every meeting. Simple, repeatable tools to elevate performance.

4 Build management teams who pull together not push apart: dysfunctional management teams impact everyone below them. Mediocrity creeps in. The blame game escalates. **The solution:** trust and collaboration spring to life when you build peer-to-peer coaching into your ways of working. We give you the tools and means to do so.

5 Inspire Managers to be Talent Champions: too much of what passes for talent management is about fitting people on a 9-box matrix. It’s too slow and passive a process. **The solution:** we equip your leaders with the tools and skills to super-charge talent development – in real-time.



The Mojonomics Leadership System can be targeted for a specific audience. Or used to get your whole organisation ‘fit to grow’. Let’s meet and get things moving.

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THE MOJO.NOMICS LEADERSHIP SYSTEM

FOCUS

WORKOUTS

THE MOTIVATION TO INNOVATE WAYS OF WORKING

EXECUTIVE LEADERS

Game-Changers

Get everyone over the winning line

THE MOTIVATION TO LEAD CHANGE

SENIOR LEADERS

Winning against the odds

Mentoring Future Leaders

All change starts with self

THE MOTIVATION TO DRIVE PERFORMANCE

MIDDLE MANAGERS

The Leader as Coach

The Leader as Talent Champion

Getting things done

THE MOTIVATION TO DELIVER

FRONT-LINE LEADERS AND ALL EMPLOYEES

Own your MOJO

Be the CEO of your career



Get everyone over the winning line

Consistently out-performing the competition does not happen by chance. The skill lies in awakening the organisation. Where ‘the few’ at the top have a game-plan of mobilising ‘the many’ – energising and freeing-up the whole organisation. Just imagine the cumulative

impact if every **business unit**, every **regional leader**, every **branch** or **store manager** and every **employee** had the tools and learning to be at least 5% better this year than last. An approach that is scalable and measurable. The good news is you’ve found it.

THE BUSINESS CASE FOR DEVELOPING ALL EMPLOYEES

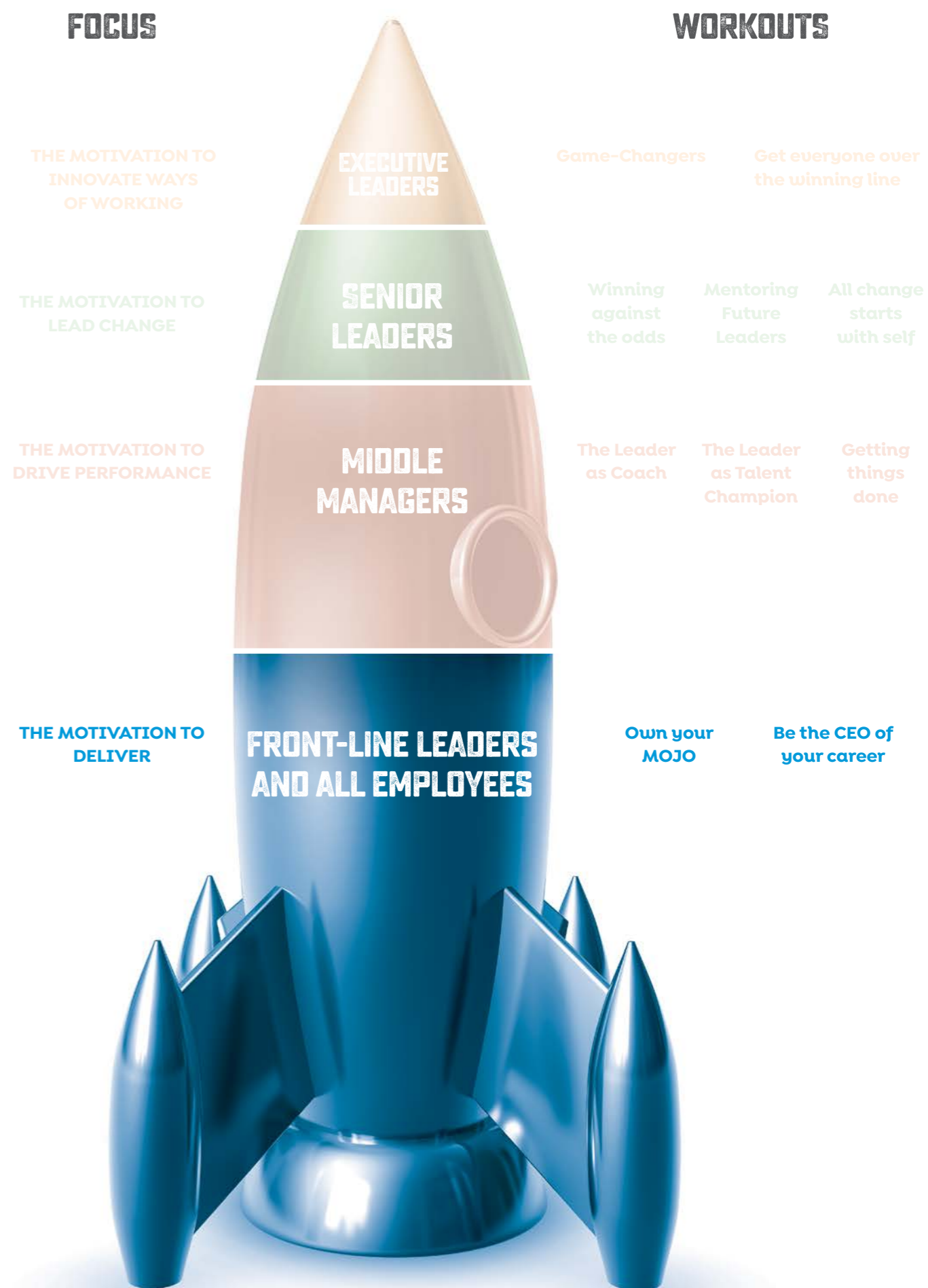
This is where you have the critical mass of people. Small increases in motivation here – can have a massive up-lift on organisational performance. Notably customers rave about the pride, care and passion of employees who feel unstoppable.

When front line employees feel engaged and motivated – they begin to ‘lead without title’. They use their initiative. Take personal responsibility. Take on challenges us walking the other way. This creates bandwidth for the ‘the next level’ to coach, develop, give feedback and develop talent.

Own Your MOJO and **Be The CEO of Your Career** – equip employees with the tools to be ‘self-managed’. Employees choose to step up, take accountability and make a difference.

We can train you to manage these two workshops in house – our one of Business Psychologists will lead them.

Employees meet every 100 days to review their journey and celebrate their progress. Reinforce the right habits and performance will follow.



LEADERSHIP WORKOUT 1: OWN YOUR MOJO - FOR EVERY EMPLOYEE AND FRONT-LINE LEADERS

THE PROBLEM THAT NEEDS FIXING

Too many employees experience constant re-structuring. They're exposed to time poor-managers who don't always have the skill or will to offer coaching and quality feedback. Employees end up feeling under-valued and under-appreciated. In the end they take their goodwill and motivation home. They get by - surviving more than thriving. The end result? Performance bumps along the bottom. Senior leaders feel compelled to 'micro-manage' getting sucked into operational issues way below their pay grade. And the doom-loop continues.

THE TOOLS



AN ONLINE MOTIVATION INDEX AND 100 DAYS OF VIDEO CLIPS

- What's your motivation score for the last 100 days?
- Where are your higher scores?
- Where are your lower scores?
- How will you take ownership of your personal motivation for the next 100 days?
- What top tips from the Virtual Coaches will you put into practice?

THE WORKOUT EXPERIENCE: a 90-minute team workshop

10 minutes: Context: own your motivation - it's too important to leave in anyone else's hands.

20 minutes: peer-to-peer coaching: what insights does your Motivation Index Score reveal? What tips and hints from the virtual Coaches will you practice? How will you make the time to take care of your personal motivation?

30 minutes: as a team how will we collectively elevate our motivation over the next 100 days? When we meet in 100 days time - what do we hope to be celebrating? What small changes will have the biggest payback?

15 minutes: as a team what will be the top 5 excuses we may use for not making progress on our motivation actions? How do we bust these excuses?

15 minutes: peer-to-peer coaching: how can we support each other to stay true to our personal commitments? What will we review in our 10-minute weekly touch-points?

LEADERSHIP WORKOUT 2: BE THE CEO OF YOUR CAREER - FOR EVERY EMPLOYEE AND FRONT-LINE LEADERS

THE PROBLEM THAT NEEDS FIXING

Talent development initiatives focus on the 'select few' deemed to be high potentials. Nothing wrong with this - so long as you don't exclude the other 90% who never get a look in. *Be The CEO of Your Career* offers every employee practical tools and ideas on how to show up each day as the best version of themselves. The workshop does not guarantee promotion. It does put employees in the driving seat - where they can begin to create their own luck.

THE TOOLS



- Sort the Values cards into 'critical' for your motivation, 'important', 'desirable' and N/A.
- What do the 'critical' cards tell you about why you turn up for work? Other than money - what drives you?
- In the last 3 months how many of these 'personal drivers' were met?
- In the next 3 months what will you do to give greater expression to your 'critical' values?

THE WORKOUT EXPERIENCE: a 90-minute team workshop

10 minutes: Context: what type of work energises you and fuels your motivation?

20 minutes: peer-to-peer coaching: what do your 'critical' cards tell you about your personal motivation? Other than money - what drives you?

20 minutes: team discussion. Select your top 3 cards - your non-negotiables. As a team compare where we are all similar and we differ.

20 minutes: input: top 10 tips to be the CEO of your career.

20 minutes: peer-to-peer coaching: which 3 top-tips will you actively work on over the next 3 months? How will we support each other's journey?

THE BUSINESS CASE FOR DEVELOPING MIDDLE MANAGERS

Consider this population to be the 'engine room' of your organisation. The place where a critical mass of your managers reside – 'in the middle'. These are the players who are responsible for delivering your business plans and strategy.

Ask middle managers and they say they feel 'caught in the middle' They face two competing pressures: first, from senior players wanting them to implement change. Second, juggling all the operational demands that come from front-line managers. To them it feels like a no-win situation.

Their coping strategy is to squeeze their people responsibilities to the margins – when they happen to get a spare 5 minutes – which of course rarely happens.

If you can free-up middle managers to genuinely get the right balance between 'managing' and 'leading' – think of the cumulative impact this will have on performance, employee morale and growth.

FOCUS

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LEADERSHIP WORKOUT 3: THE LEADER AS COACH FOR MIDDLE MANAGERS

THE PROBLEM THAT NEEDS FIXING

Too many middle Managers are 'self-taught'. A bit like new parents, they figure things out as they go along. No manual. No formal training and no consequences for being a poor manager. They may hit their quarterly targets but everyone pays a heavy cost when poor engagement and poor morale linger.

THE TOOLS



ONLINE MOTIVATION DATA AND 100 DAYS OF VIDEO CLIPS

- Middle Managers view the motivation scores of their team – every 100 days. They can track if this quarter's results are higher or lower than the previous quarters.
- They also receive daily video tips over 100 days on how to engage and lead their teams. At the end of the 100 days – the cycle begins again.
- Middle managers are provided with simple workouts they can use in their weekly management meetings to keep coaching and motivation alive.

THE WORKOUT EXPERIENCE: a half-day workshop plus coaching

30 minutes: research findings. Apart from money – what motivates employees at work?

45 minutes: peer to peer coaching. What's your team data telling you? What do you need to continue, start and stop doing?

45 minutes: team discussion. How to create more 'leaders without title' us 'more followers'.

45 minutes: peer-to-peer coaching. How will you get the right balance between 'managing' and 'leading' over the next month? How can we keep each other true to our commitments?

30 minutes: team discussion. 3 months from now – what improvements in your team's MOJO scores would you hope to see? Let's agree time and place for our next workshop.

LEADERSHIP WORKOUT 4: BE A TALENT CHAMPION FOR MIDDLE MANAGERS

THE PROBLEM THAT NEEDS FIXING

Keeping hold of your best and brightest people is simply the entry ticket – if you aspire to double-digit growth. To go beyond, you've got to get everyone over the winning line. A workplace where high support and high challenge go hand-in-hand.

THE TOOLS



16 Box Willing And Able Matrix

- Profile your team on the 'willing' and 'able' matrix.
- Create a plan to move every team member up or across by one over the next quarter.



Strengths Over Played cards and manual

- For each team member, identify their top 3 strengths.
- When under pressure, how do these strengths get over-played and become liabilities?
- Ask team members to do the same.



Support cards and manual

- Don't second guess how people want to be managed by you – ask them using these cards.
- You can adapt your leadership style to the needs of each individual.



When Talent Shines, Brands Light Up handbook

- This handbook details a twelve month game plan for leaders to be the best version of themselves – before the ask the same from others.

THE WORKOUT EXPERIENCE: a half-day workshop plus coaching

90 minutes group discussion: the top 10 things employees want from their Manager. Profile your team on the 16-box willing and able matrix and review the tips on how to move team members up or across the 'willing' and 'able' scale.

90 minutes: Peer-to-peer coaching. Use the Strengths cards and identify the top 3 strengths for each team member. Under pressure, what 'negative' behaviours do you recognise on the flip-side of each card?

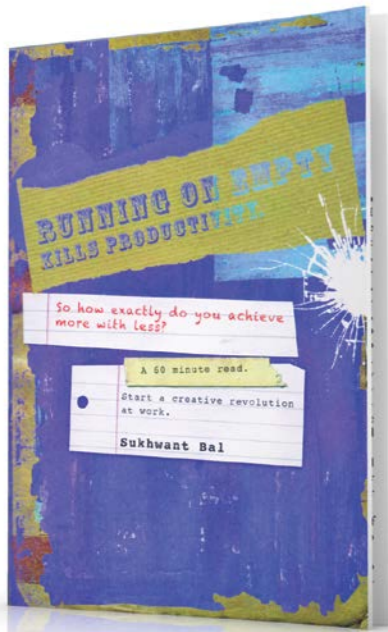
90 minutes: Peer-to-peer coaching. Put yourself in the shoes of each team member. If they were in the room now – how would they want to be managed by you? In turn – how do you want to be managed by your own Manager?

LEADERSHIP WORKOUT 5: GETTING THINGS DONE FOR MIDDLE MANAGERS

THE PROBLEM THAT NEEDS FIXING

We live in a world of ‘mass distraction’. Middle managers complain they have too many competing priorities – especially in a matrix structure. In this struggle they lose focus and end up doing too many things ‘averagely’. Double-digit growth does not call for more hours. It calls for more clarity and an obsessive focus to do a few things extraordinarily well.

THE TOOLS



Running On Empty Kills Productivity handbook

- In today’s world we all have to achieve more with less.
- The knack is knowing how to be super productive us busy being busy. This handbook reveals some simple truths.



The 6 Mores cards

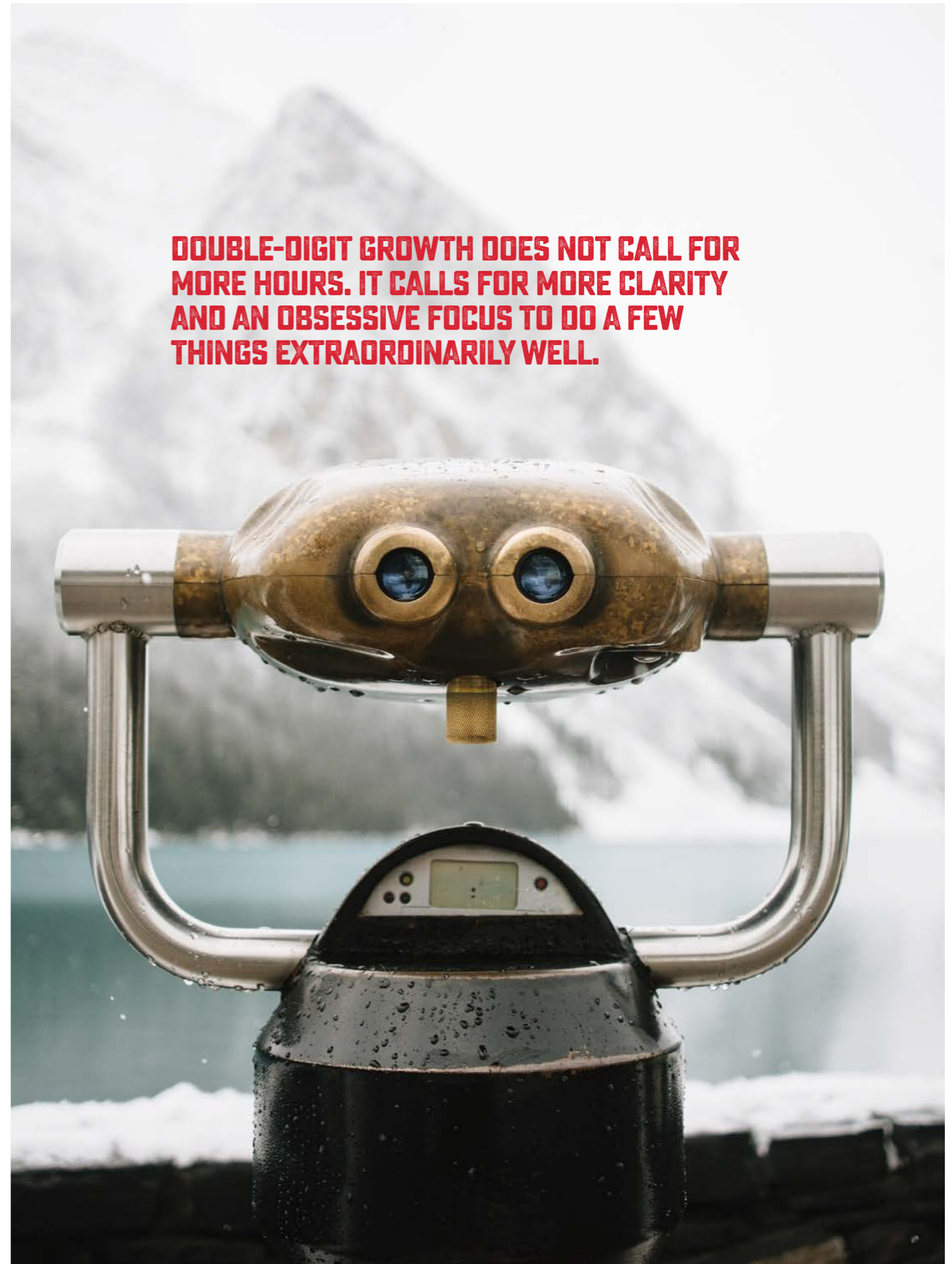
- Teams give in and lose hope when they struggle to manage competing priorities.
- These team coaching cards guide them to have honest conversations. What are the few priorities we will deliver extraordinarily well?

THE WORKOUT EXPERIENCE: a half-day workshop plus coaching

90 minutes: team discussion. For the quarter ahead what are our top 5 priorities, how would we rate our progress and how will we stack the odds in our favour?

90 minutes: peer-to-peer coaching: using the Team Coaching cards – how do we begin to ‘run on plenty’ us ‘running on empty’?

90 minutes: peer-to-peer coaching. How will we each step up and become more productive? What will we stop doing? How will we elevate the performance of our teams?



DOUBLE-DIGIT GROWTH DOES NOT CALL FOR MORE HOURS. IT CALLS FOR MORE CLARITY AND AN OBSESSIVE FOCUS TO DO A FEW THINGS EXTRAORDINARILY WELL.

THE BUSINESS CASE FOR DEVELOPING SENIOR LEADERS

Senior leaders get to these dizzy heights, given their drive, willingness to take on challenges and put in the hard miles. Only now they need to cultivate a different set of skills – the ability to ‘let go’ and empower others. Over-relying on a ‘push’ style of influencing has its limitations. People end up needing to be ‘told’ what to do and switch-off their common-sense.

Sure senior leaders need to be close to the action and ensure this quarter’s results will be met. But they also have to be ‘disruptors’. They have to nudge, cajole, inspire and challenge the organisation to keep re-inventing itself. As recent history shows us, no business is too big to fail.

It means senior players need to know when to ‘dive into the weeds’ and pull under-performing units out of the mud. But they also need to fly at 30 000 ft and have an over-sight of various change projects – ensuring progress is being made.

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LEADERSHIP WORKOUT 6: WINNING AGAINST THE ODDS FOR SENIOR LEADERS

THE PROBLEM THAT NEEDS FIXING

Senior leaders need to get everyone over the winning line. But how do you carry it off when colleagues are battle-weary, are yet to be convinced by more change being imposed on them and their belief in senior players is threadbare? It's tough but not impossible.

THE TOOLS



Winning Against The Odds handbook

- The only certainty is more disruption and unpredictability.
- This handbook cuts through to some fundamental truths – vital to overcoming resistance and winning internal advocates.



Bigger, Inner and Outer Game

- If you want to get the buy-in of smart people – you have to involve them in the change journey.
- These story cards help teams to work through 3 narratives: the outer game – what needs to change for customer. The inner game explores self-limiting beliefs. Whilst the bigger game explores how organisational culture needs to adapt.



Silver manual and White manual

- These manuals provide inspiration. Real world stories of how other organisations embrace change.
- Along with tips and hints on how to get everyone over the winning line.

THE WORKOUT EXPERIENCE: half a day workshop plus coaching

90 minutes: team discussion. At what can we become the best? How do we differentiate ourselves from the competition? What do we want to be loved for by our customers?

90 minutes: peer-to-peer coaching. What self-limiting beliefs may hold you back from being 100% fully committed to the change journey? And how will you overcome them?

90 minutes: team discussion. What aspects of our culture help us to win? What aspects of our culture do we need to change? How can we live and breathe this 'new way'?

LEADERSHIP WORKOUT 7: MENTORING FUTURE LEADERS FOR SENIOR LEADERS

THE PROBLEM THAT NEEDS FIXING

Problems occur when the 'power distance' between senior leaders and middle leaders begins to grow. Middle managers see 'higher-ups' as 'the problem' and senior players view middle managers as incompetent and slow to change. Trust begins to fade. Perceptions harden and collaboration goes out the window. Any wonder change programmes deliver a fraction of the benefits they promised?

THE TOOLS



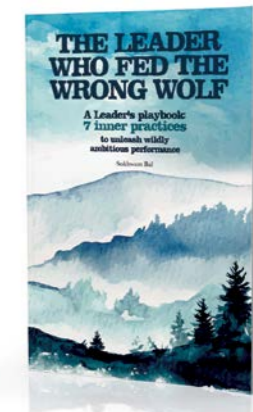
Careers, Customers And Cash: A director's guide to mentoring

- This handbook highlights the transitions every leader needs to make, moving from one job-level to the next and the classic traps even bright people slip into.



Mentoring cards

- Mentoring has to be a two-way process. It can't simply be a download of wisdom from a senior player.
- These mentoring cards prepare the Mentee to be more insightful about the transitions they need to make and the critical behaviours they need to develop. Armed with these insights they can begin to take the lead in their mentoring conversations.



The Leader Who Fed The Wrong Wolf

- Sometimes it's not what's outside of us that holds us back – it's our own self-limiting beliefs.
- Mentors need to help employees get their mindset right.

THE WORKOUT EXPERIENCE: a half day workshop plus coaching

90 minutes: table discussion. How can mentoring be a valuable tool in accelerating change and accelerating the successful implementation of change programmes?

90 minutes: peer-to-peer coaching. What transitions have you had to make in your career history? What were the highlights and what were the bumps along the road? How will you mentor others to avoid the same pitfalls?

90 minutes: peer-to-peer coaching. What does great Mentoring look, sound and feel like? Let's put it into practice and get feedback.

LEADERSHIP WORKOUT 8: ALL CHANGE STARTS WITH SELF FOR SENIOR LEADERS

THE PROBLEM THAT NEEDS FIXING

The adage 'what got you here-won't get you there' is very apt for senior leaders. Inspiring change is not just about having a clever plan. It's about getting 'out-there' and energising others to get behind it. Yet too many senior players go missing in action. In endless conference calls and meetings. Before they can change others – they have to start by looking in the mirror.

THE TOOLS



Orchestrating Faster Growth handbook

- If growth is the output – what's the input? We contend it's faster learning, along with winning hearts and minds faster than your competition.



The 30-Day Challenge cards

- People forget what you say, forget what you do, but never forget how you make them feel. Leadership is about cultivating daily habits – appreciating effort, making time to listen, coaching and giving others the self-belief they can take on big challenges and win.
- These 30-day Challenge cards provide time poor leaders with daily nudges to build leadership into their daily routines.



360 Degree Feedback

- Behaviour change is never easy – especially if you've been consistently promoted on a 'signature strength'.
- 360 feedback forces you to look in the mirror.

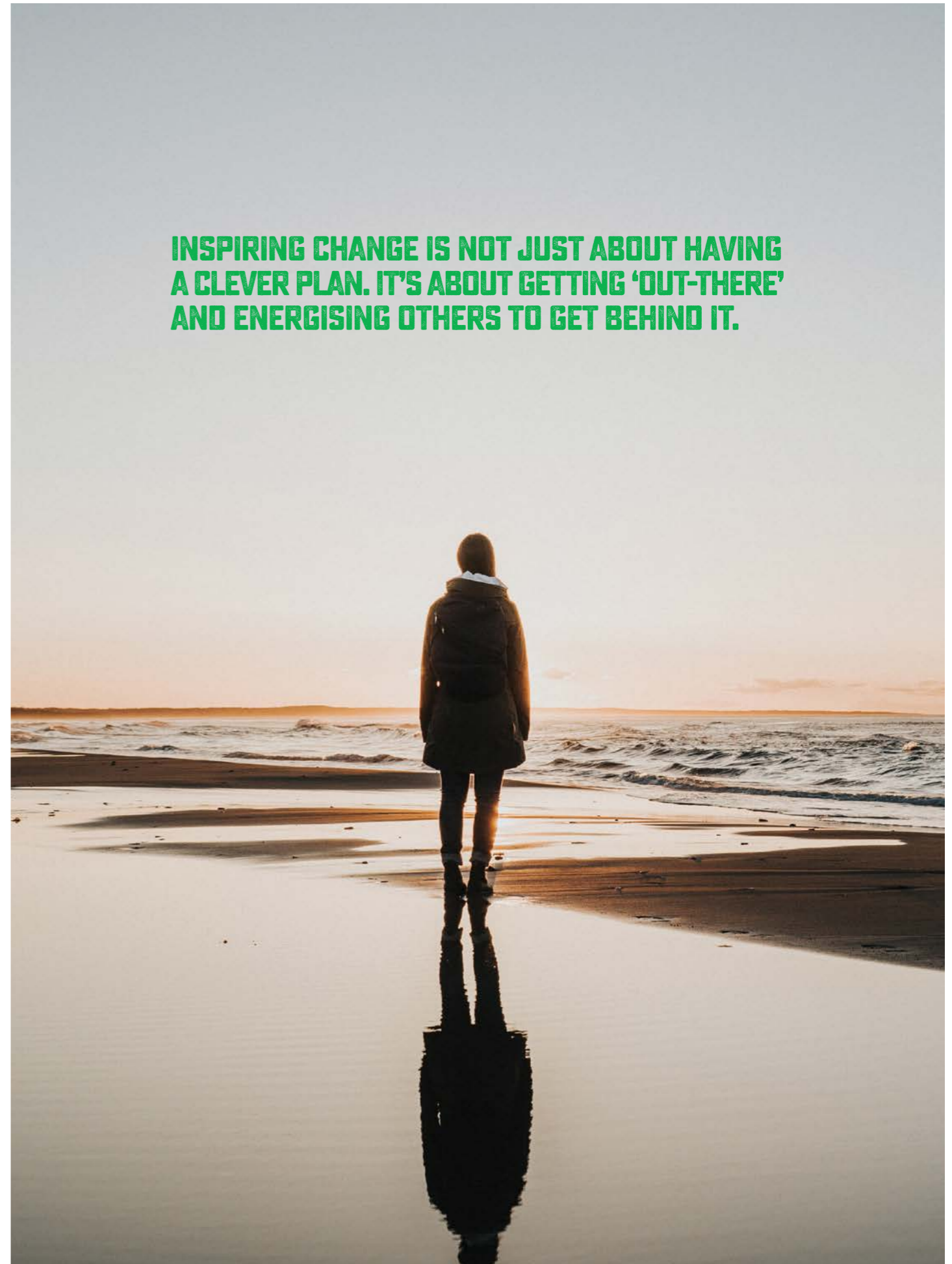
THE WORKOUT EXPERIENCE: a half-day workshop plus coaching.

90 minutes: peer-to-peer coaching. What does your 360 degree report reveal about your strengths and your leadership gaps? And what do you intend to work on first?

90 minutes: table discussion. What habits and ways of working do you need to 'unlearn' if you are to have genuine impact as a senior player?

90 minutes: peer-to-peer coaching. Over the next 30, 60 and 90 days what will you do differently? What will others notice? How will you prevent 'reverting back to type'?

INSPIRING CHANGE IS NOT JUST ABOUT HAVING A CLEVER PLAN. IT'S ABOUT GETTING 'OUT-THERE' AND ENERGISING OTHERS TO GET BEHIND IT.



THE BUSINESS CASE FOR DEVELOPING THE EXECUTIVE TEAM

The challenge for Executive teams is to hand the business over to the next generation – in a better state than they inherited. They’ve got the mandate to look beyond this quarter’s results and set a direction to differentiate you from the competition.

Problem is too much time in Executive meetings is spent on short-term reporting and not enough on quality conversations. The future gets put on hold until a current crisis blows over. Innovation in the form of new products, services and ways of working get kicked down the road.

The behaviours that get role modelled by the Executive team – caution, short-term thinking, resolving ‘now issues’ and ‘silo thinking’ – get mirrored by senior and middle managers. They take note of what Exec members ‘do’ more than what they say. The net effect is cost-cutting and protecting margins take precedence over growth. This innovation deficit puts the whole organisation on the back-foot – a real sense of we’re being left behind.

FOCUS

WORKOUTS

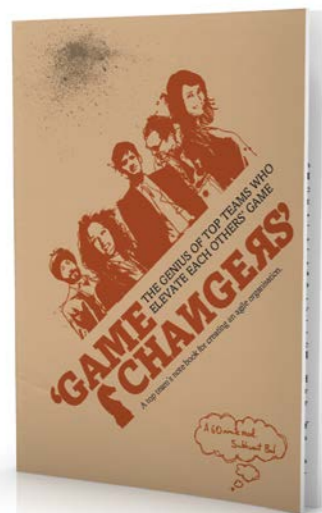


LEADERSHIP WORKOUT 9: GAME CHANGERS FOR EXECUTIVE LEADERS

THE PROBLEM THAT NEEDS FIXING

Even though executive colleagues may meet once a quarter – they can be relative strangers. Some colleagues may have developed an effective working relationship with peers built over a number of years. But without trust and goodwill, executive teams find it difficult to be candid, to say what they really think and feel. If everyone plays their cards too close to their chest – healthy debate gets stifled – and sub-optimal decisions get made.

THE TOOLS



Game Changers handbook

- Top teams need a level of healthy tension to reach optimal decisions. This handbook explores how collaboration at the top can lead to game changing results.



Game changers cards

- What if leaders knew how to use ‘pull’ influencing more than ‘push’ to get mass participation behind change initiatives?
- These workout cards offer leaders ways to energise the whole organisation.

THE WORKOUT EXPERIENCE: a half-day workshop plus coaching

90 minutes team discussion: As a leadership team what are the big, audacious challenges we need to be ready for? How do we need to work together, to be successful?

90 minutes: peer-to-peer coaching. How can I more fully contribute to this leadership team – beyond my role as a functional or business unit leader? When does this team get to see me at my best? What strengths are transferable to helping this executive team be even better?

90 minutes: peer-to-peer coaching. What do my peers value about my contributions? What do they need me to continue doing, stop doing and start doing?

LEADERSHIP WORKOUT 10: GET EVERYONE OVER THE WINNING LINE FOR EXECUTIVE LEADERS

THE PROBLEM THAT NEEDS FIXING

Executives can get so locked into matters of corporate governance – they become removed from real people. So much time goes into dealing with investors, preparing for Board meetings and quarterly results – there is little time left to give to others. Not least engaging the rest of the organisation, running listening sessions or inspiring Town-hall meetings. But it does not have to be this way.

THE TOOLS



Get Everyone Over The Winning Line handbook

- Provide colleagues with context and change makes sense. The more you connect the organisation with how change ‘in here’ will benefit customers ‘out there’ – the faster you’ll win engagement.



Story cards

- When Executives become Facilitators, they have the power to ‘unfreeze’ teams from bureaucracy, conflict and ‘silo thinking’ In fact their presence can speed up change programmes and drive real culture change.

THE WORKOUT EXPERIENCE: a half day workshop plus coaching

90 minutes: team discussion. On our big priorities and change initiatives – what progress are we making? How can we become catalysts for change? How can we leverage our Executive powers to free people from the things slowing them down?

90 minutes: peer-to-peer coaching. How can I free-up 60 minutes a day over the next quarter to engage the front line and ‘the middle’? How can we get more traction, more pace and more performance?

90 minutes: team discussion. How can we use storytelling and facilitation to empower teams to lead change us seeking permission from us?

LEADERSHIP DISCOVERY CENTRES FOR ALL LEADERS

THE PROBLEM THAT NEEDS FIXING

Managers are often trust into roles without any real grounding and preparation. It can take them months of painful experiences before they adapt – and some fall by the wayside. But what if they were able to get a sneak preview of the challenges ahead and how different ‘the next level’ is from their current level? Better able to make smarter choices and identify how they need to ‘re-invent’ themselves to be credible for their next move. This is the concept behind ‘Discovery Centres’.

- Managing Self
- Managing Others
- Managing Managers
- Managing Function or Business Unit
- Managing the Enterprise

THE TOOLS



Values Cards

- Discover what motivates you and when you’re at your absolute best – and how can you get this at the ‘next level’?

Strengths Over-Played cards

- Discover your ‘self-destruct button’ – when you’re under pressure how can your best intentions ‘back-fire’.

Careers, Customers and Cash handbook

- Discover the classic career transitions and how to seamlessly move from one level to the next.

Mentoring cards

- Discover the vital behaviours you’ll need to master at ‘the next level’ and what you’ll need to ‘unlearn’.

THE WORKOUT EXPERIENCE: one day workshop plus coaching

90 minutes: peer-to-peer coaching. What’s your ‘why’? What’s your motivation for seeking a bigger role? How ready are you for it? What will make you happy at ‘the next level’?

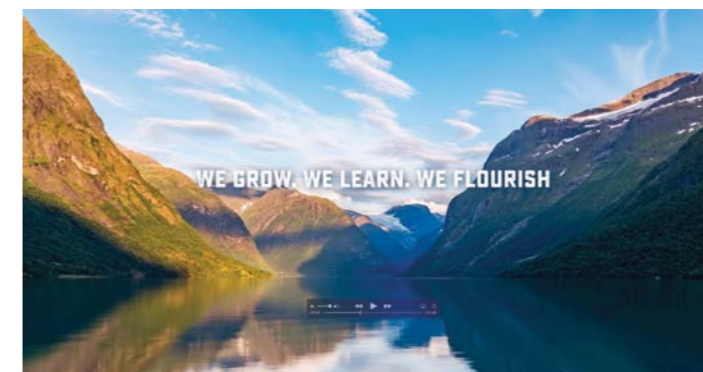
90 minutes: peer-to-peer coaching. What got you here and what transitions will you need to make to be effective at the next level? What will you need to unlearn and what will you find most challenging?

90 minutes: peer-to-peer coaching. How will you engage your new team to help you stay on course? What will you ‘let go of’? How will you delegate without tears?

MOJO 100 BOOST MOTIVATION The 100 day challenge

HOW THE ONLINE MOJO 100 PROGRAMME INSPIRES HUNDREDS MORE LEADERS WITHOUT TITLE

EVERY EMPLOYEE



things they can do that day to boost their motivation, learning, emotional intelligence, their well-being, be more resilient and turn up each day as the best versions of themselves.

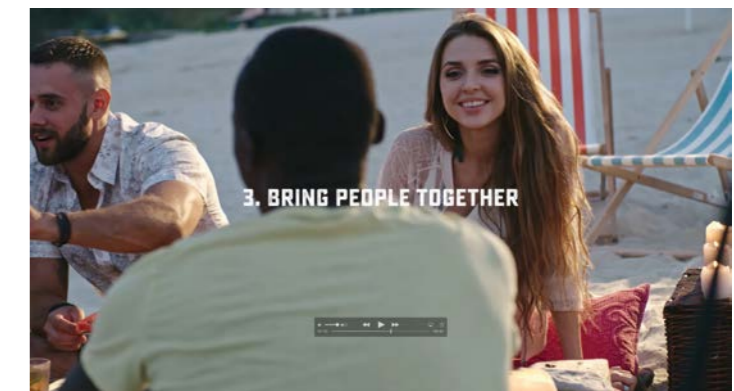
- Completes a 10 minute online Motivation Index, receive their profile and an overall motivation score out of 40.
- For the next 20 weeks they receive daily video clips – around a core theme. Each clip offers 3 practical

- After 100 days the Motivation Index is completed again and employees can see if their motivation has improved, stayed stable or declined in that window.
- At the start of each week employees work through some key questions to get the most from the weekly themes and video clips. They also meet up each week with a buddy to review the video clips and what actions they have each taken.
- Engagement and personal motivation is placed where it belongs – with employees themselves.

EVERY MANAGER

- Managers have the option to view two daily video clips – the employee version and ‘the leader’ version.
- The leader version offers daily nudges on how to build acts of leadership into a busy schedule.
- They offer Leaders ways they can set aside time in a business meeting to focus on the theme of the week – productivity, performance, well-being, learning, career development, etc.
- The video clips are around 100 seconds and cultivate the habits essential to effective leadership.
- They create a shared language in your business. Leaders and employees working to a shared goal.
- Every 100 days Managers get to see the motivation

scores of their teams and functions – but they don’t get to see each individual’s scores. Over the course of a year they can actively track employee motivation and make more informed decisions on where to place their focus and energy.



ABOUT THE MOJO 100 TEAM

We're a team of Business Psychologists with one burning ambition – to equip leaders with practical tools and powerful workshops – so they're better prepared to drive growth – the human kind and the financial kind. You can't achieve one without the other.

Our tools demystify leadership. We won't give you fancy models or lecture you on how to be a leader. We will give you a range of tools so you can apply leadership in every conversation and team meeting.

Leadership fails not due to a lack of 'knowing' but a lack of 'doing'. When it's all said and done – more is said than done.

The brutal truth is senior leaders can't do it alone – no matter how bright and able they are. Acts of leadership have to flourish at every level of your business.

We can train your high potentials, middle managers and front-line leaders to be 'facilitators'. You can take our tried and tested methodology and adapt it for your business. If every leader took it upon themselves to inspire another 10 leaders and they in turn did the same – think of the surge in energy, motivation and willingness to step up.

Or we can collaborate with you and run high impact, memorable leadership programmes for you. We're doing so currently with some house-hold brands.

Since 1999 we've worked with hundreds of businesses and inspired thousands of leaders to show up as the best versions of themselves.

We won't use power-point presentations. Our focus is on 'experiential learning' – practical tools, real conversations, peer-to-peer coaching to create lasting change. What's more the learning does not end on the workshop. We follow up with coaching and create 'action learning' teams.

MOJO 100 is the 'system' underpinning our work. Every 100 days every employee tracks their personal motivation and receives daily 100 second video clips. Managers receive real-time data and tips every 100 days on the overall motivation of their team, their function or their business unit. This real-time leadership data enables them to adapt their leadership focus and make better choices of how to use their time and energy more effectively.



OUR LEADERSHIP HANDBOOKS

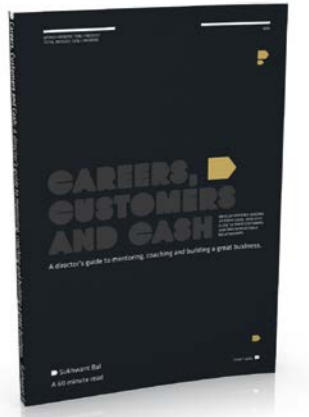
These are all 60 minute reads full of simple wisdom – aimed at time-poor, rushed leaders.



The Power To Inspire



The Leader Who Fed The Wrong Wolf



Careers, Customers And Cash



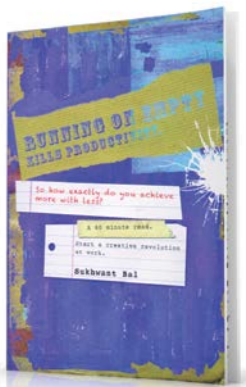
Orchestrating Faster Growth



Dare To Work For Yourself First And The Company Second



Game Changers handbook



Running On Empty Kills Productivity



When Talent Shines, Brands Light Up



Winning Against The Odds



Get Everyone Over The Winning Line

To order these handbooks for leadership conferences or leadership programmes visit: www.mojo100.com. Or call Sukhwant on 07768 507248.

MOJO.NOMICS

The motivation to boost growth.

IF YOU ASPIRE TO DOUBLE-DIGIT GROWTH YOU WILL NEED:

- **Colleagues at every level** who have the drive and grit to overcome problems.
- **A critical mass** of people who choose to show-up as 'leaders without title' vs 'followers'.
- **Managers** who see it as their day job to develop future leaders and put real energy, time and commitment behind this cause.
- **Employees** who take ownership for their personal motivation at work – who know it's simply too important to leave in anyone else's hands.
- **A mindset** where people 'play to win' vs 'play not to lose'.
- **A culture** where real-time learning is encouraged – from success or failure – through objective feedback and continuous coaching.
- **Meetings** where learning and honest conversations take place. Where every voice gets heard and real-time action is taken to prevent small issues turning into raging fires.

Our **MOJO.NOMICS leadership system** provides leaders with the tools to inspire more leaders. Imagine if you had a critical mass of leaders at every level who embraced change – who had the motivation to overcome the odds and deliver impressive results? This is our space, our obsession and area of deep expertise.

Visit www.mojo100.com

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international

www.aimsinternational.com

We partner with AIMS International:
WE FIND AND GROW LEADERS.

MOJO 100
BOOST MOTIVATION
The 100 day challenge