



Forget about motivation

-

Focus on volition



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Motivation just isn't enough...





...we need volition in order to achieve our goals



- Deciding to act
- ↑
- Making plans
- ↑
- Analyzing history and current state
- ↑
- Setting the goal





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**Volition =
Focus x Drive**

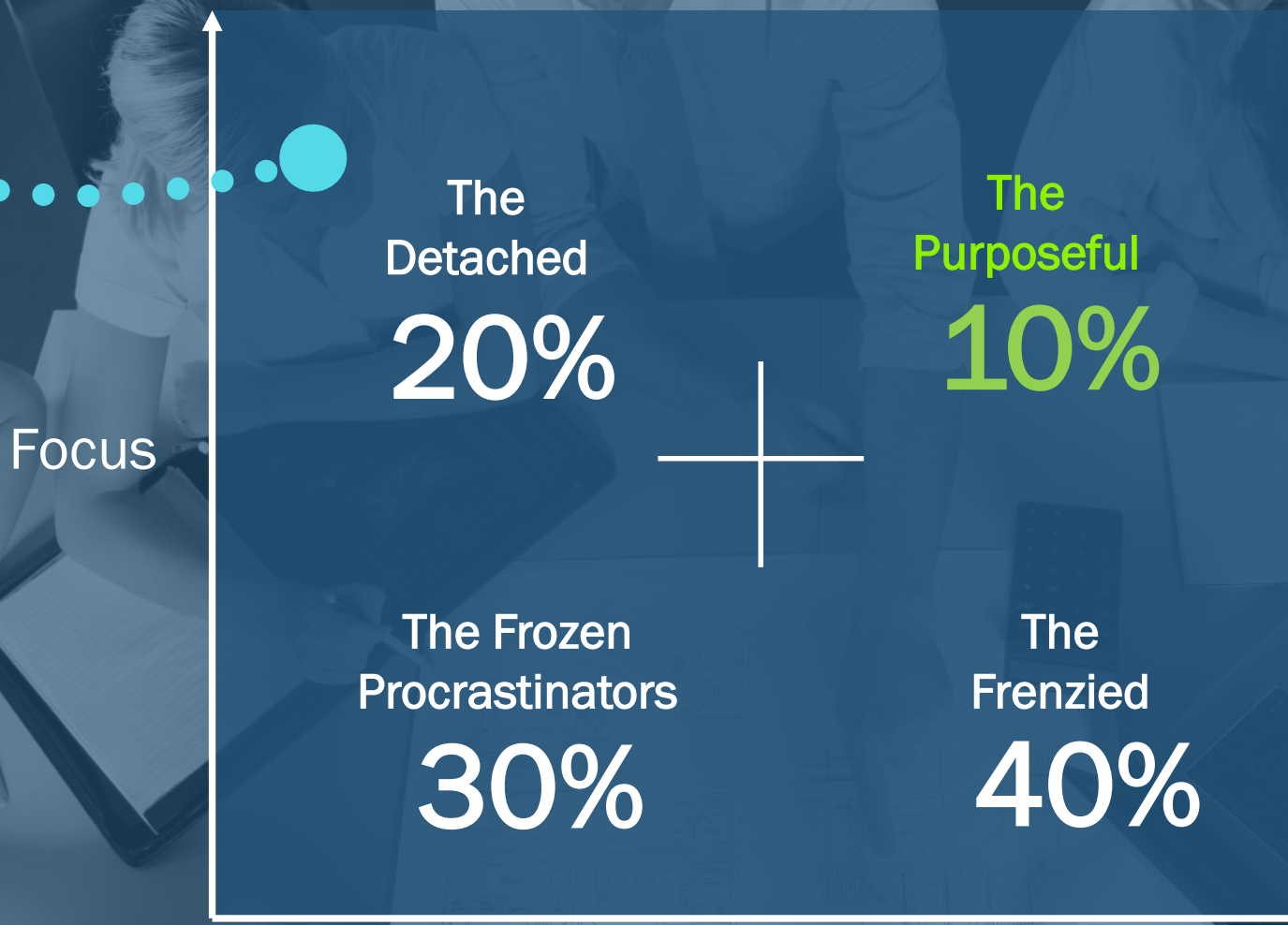
Focus

Execution Efficiency

Drive



Research: volition of leaders





Efficient execution

Achieving the goal



Goal Management

Self-Confidence

Volition/Execution ability



Content of the Goal

Personal Significance of the Goal

Confidence in own ability to achieve the goal

Confidence in own ability to affect one's performance

DRIVE
-Social support
-Dealing with negative emotions
-Work control

FOCUS
- Planning
- Prioritizing
- Concentration



Internalized goal is a prerequisite for focusing

Achieving the Goal



Goal management

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Personal significance and self-confidence are prerequisites for drive

Achieving the Goal



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Coaching style discussion as a tool

Achieving the goal



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Coaching style discussion

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Execution is developed in everyday discussions





Organizational execution capability



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Efficient Execution

Achieving the goal

Goal Management		Self-Confidence		Volition/Execution ability	
Content of the goal	Personal significance of the goal	Confidence in own ability to achieve the goal	Confidence in own ability to influence own performance	ADPTI DRIVE: Social support	FOCUS: Planning, prioritizing, monitoring, controlling



Today's biggest problem is not how to motivate or inspire our employees.

The key thing is **volition, individual execution ability**: how we succeed to maintain drive and focus it properly in order to achieve our goals.

Organizational execution capability is the strategic choice YOU will have to make.



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Thank You!

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