

M6 & MIG: The **Motivation** Manifesto

Suresh Sivaraman

Piyush Sharma



"Of course motivation is not permanent. But then, neither is bathing; but it is something you should do on a regular basis."

Zig Ziglar

Must-Haves in your Motivation Training

So, you'd like leaders in your organization to motivate their staff? And get people fired up to go the extra mile? Motivating others is a skill that can be learnt.

You can of course train and coach leaders to be good and even great at motivation. Have you been thinking of organizing a program that can give you great results?

What do you think such a program must cover?

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What themes will you include? But, wait a second! Before we get to themes, let's look at 3 important **outcomes** from your training program.

1. Dynamic leaders who **harness multiple facets** of motivation for the best results
2. Leaders who know that motivation is a **full-time pursuit**, and sincerely appreciate its need and long term benefits
3. Leaders with the ability to periodically **reflect, adapt**, and find **simple and effective ways** to motivate folks **each day**

And, how do you get there? Coaches Suresh Sivaraman and Piyush Sharma share their thoughts here. They've come up with a very practical Motivation Model that can be used by Leaders in your organization.

For Point 1) above, they present a simple "Motivation Jigsaw" called "M6".

For Point 3) above, there's a toolkit called "MIG" (M6 Insight Generator).

Keep reading to know more about M6 and MIG!

"A great person attracts great people and knows how to hold them together"

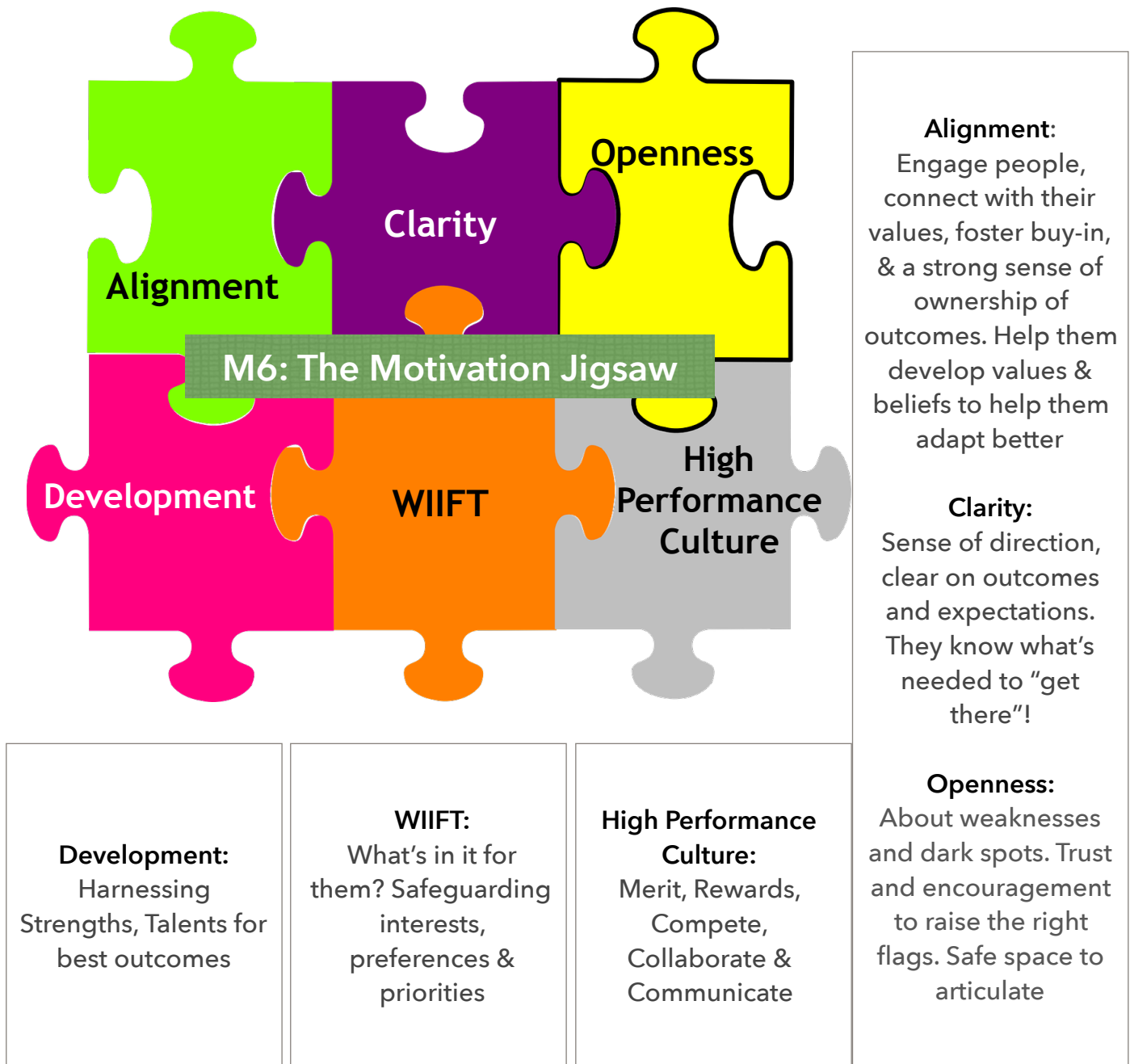
Johann Wolfgang
Von Goethe

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The M6 “jigsaw” comprises of 6 Key Ingredients of a Dynamic model of Motivation. Go ahead, and explore the Jigsaw! Do encourage your leaders to modify or enhance the model!



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“MIG” is a toolkit called M6 Insight Generator. It is a list of questions that leaders can ask themselves to get “actionable” ideas and pointers. MIG covers all the 6 elements of the M6 jigsaw. MIG is your thinking hat. It puts you in a state of self-awareness, inquiry and reflection.

These are absolutely vital skills for any leader. Use the MIG toolkit like a questionnaire or checklist. Feel free to modify the toolkit with additional questions and pointers that lead to a richer perspective. It is an open model in that sense.

Talking about Self-Awareness

At any point in time, we’re working towards certain goals and outcomes. This is true in our professional and personal lives.

“WEAKENERS”: And then, What isn’t going that well? Then, there are other behaviors, actions and even approaches that work against us. They can complicate our lives and make it difficult for us to reach our goals. These are the “weakeners”. Alright, we may somehow manage to hit the target. But perhaps you’ll get there with a lot of hassle and pain. You may wonder: “How can I do this better”? “What are these “danger-traps” and harmful patterns? What could be going wrong?

Use “MIG” to analyze these enhancers and weakeners using questions in the first two columns. Next, identify actions to strengthen the enhancers, and mitigate the weakeners. As simple as that!

ENHANCERS: What’s going right? Some of our current actions and behaviors raise the odds for success. Don’t you think it’s a good idea to be aware of these “success patterns”, and then keep doing them even better? While thinking about ENHANCERS, it is a good idea to recall some of your most loved leaders and their styles too. Nothing beats real life experience after all!