

Milestone Development and Dr Arnold Mol try to create winners in the workplace!



This past week Milestone Development hosted a successful two-day leadership seminar entitled "Creating Winners in the Workplace" presented by Dr Arnold Mol from South Africa.

Dr Mol has taught for 16 years at the University of South Africa where he held the position of Professor in Business Management and is currently in private practice as a management consultant. He has written several books on the topic of motivation, parenting and marriage and frequently addresses corporate leaders, managers, teachers, parents and couples on these subjects.

The seminar gave managers insight as to how to motivate their staff. Dr Arnold Mol had some very unusual insights. He demonstrated effectively that lowering targets actually leads to higher results, because lowering the goals increases the chance of success. Where staff see that they are going to be successful, it has a powerful motivating effect.

Everybody likes to be a winner.

Dr Mol stressed that the most effective managers are those that see themselves as a help for their staff and not the other way around. Responsibility (the kind that motivates) is always linked to decision-making. The person who makes the decision is the one who is responsible. Supervisors for example, can only be held responsible for the performance of their staff if they are allowed to make the final decision in whom to appoint when they have a vacancy in their department.

One aspect that was an eye-opener was the difference between movement and motivation. When managers offer their staff incentives they are merely "moving" them the way one moves an animal. Motivation only takes place where work becomes a source of pride. Dr Mol taught the participants how to stimulate their subordinates pride.



Milestone Development's Lisa Charles with Dr Arnold Mol.

This dynamic workshop was extremely uplifting and motivating for the participants who had nothing but praise for the program. Lisa Charles, managing director of Milestone Development says that this type of seminar touches on every aspect of our lives and inevitably motivates the participants to change their perception and treatment of their staff, children, spouse, family etc, creating incredibly positive results. Milestone Development will continue to source these types of cutting edge programs to offer to St Lucians.