



Navigating COVID-19

Maximising motivation while in lockdown

Agenda

- **ACE Emerging Professional** with Georgia Hughes
- **Maximising motivation** with Dr Andrew Dewar who is Performance Psychologist at WSP.
- **Q&As** with special guest Jordan McGlacken of WSP and ACE Emerging Professionals North West.

Housekeeping

- This is best experienced through headphones which will cut out the background noise.
- To ask questions please go to “**questions**” in your control panel (the sidebar with the controls to the right of your screen). Select the send privately option. We’ll try and answer as many as possible, but don’t worry we’ll also answer any others we haven’t had time to cover after the webinar.
- Don’t worry if you miss anything we will be uploading this to our website in the next few days, so if you want to listen again to us you can!

www.acenet.co.uk/COVID-19



Georgia Hughes

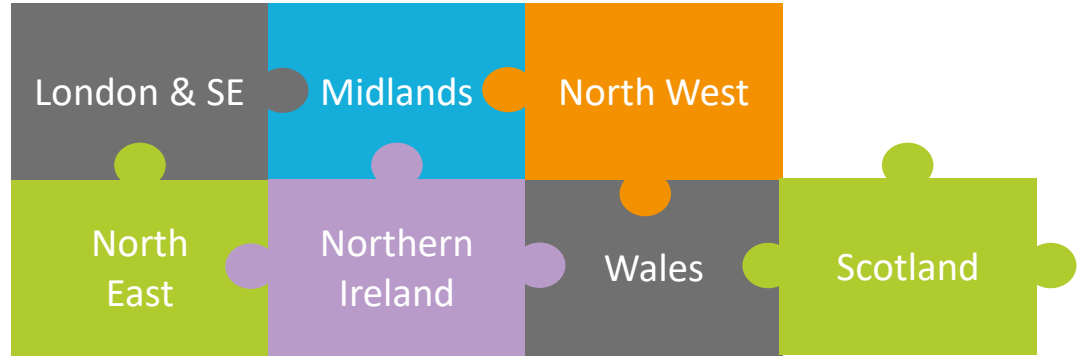
Chair
ACE Emerging Professionals



ACE's Emerging Professionals

Georgia Hughes – National Chair of the Emerging Professionals

4 Countries
7 Regions
Over 1300 active
members



What is an Emerging Professional?

Working in the
built and
natural environment

Typically in the first
12 years of their
career

Ambitious,
enthusiastic,
forward thinking

The future of your
business.

We are the custodians of future industry



Developing the future of the Workplace

Research, market analysis & thought-piece development to understand what's next in this space

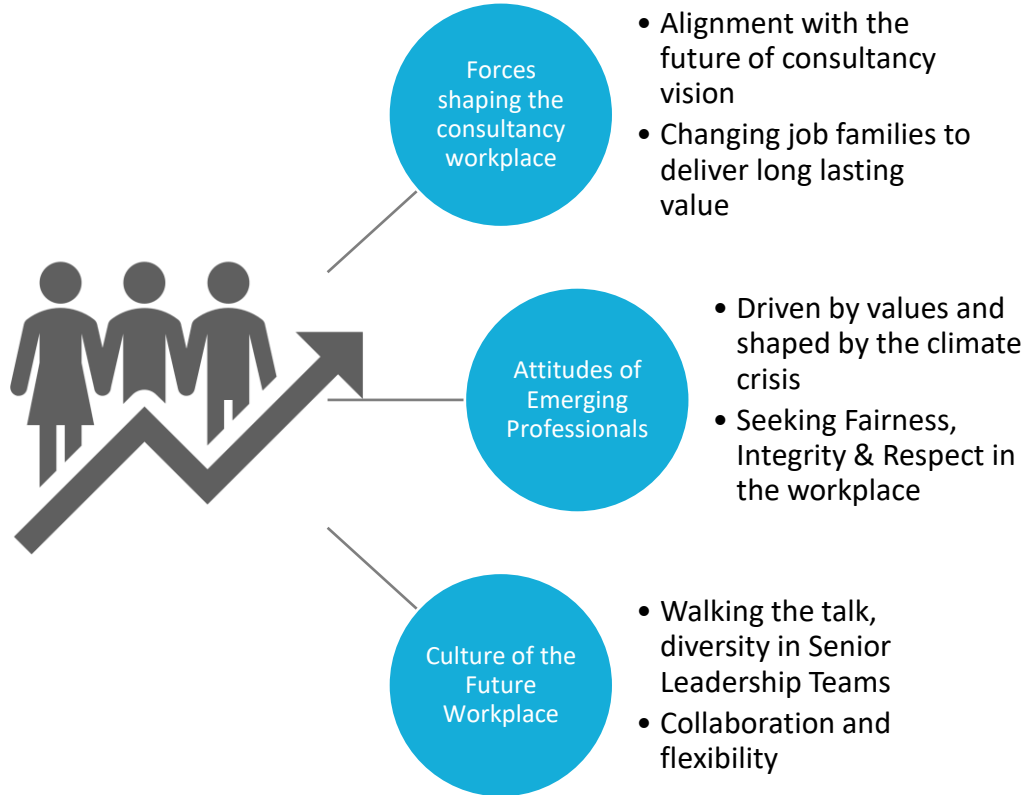


Developing Emerging Professionals talent alongside ACE Business Academy to future-proof industry



Supporting and understanding what's important – giving us opportunities





How video games illustrate generational differences

Tetris Generation	vs	Minecraft Generation
Formal governance, managerialism, institutionalisation		Information governance, opt-in decision-making, self organisation
Competition, exclusivity, resource consolidation		Collaboration, crowd wisdom, sharing, open-sourcing
Confidentiality, discretion, separation between private and public spheres		Radical transparency
Expertise, professionalism, specialisation		Maker culture, "do-it ourselves" ethic
Long-term affiliation and loyalty, less overall participation		Short-term conditional affiliation, more overall participation

Timms H & Heimans J (2018) *New Power-How Power Works in Our Hyper-Connected World*



Dr Andrew Dewar

Performance Psychologist
WSP



Maximising Motivation while in Lockdown
Dr Andrew Dewar, Continuous Improvement Services team

April 2020

Take a holistic approach

- Motivation paradox
- Get the environment right and motivation, productivity and wellbeing will follow
- Some points to get the environment right:
 - Expectations
 - Pillars of wellbeing
 - Purpose
 - Leadership
 - Communication
 - Psychological safety
 - Trust
 - Accountability
 - Problem solving
 - Motivation



Expectations

- *“Really, all frustration is birthed out of unmet expectations, and so is nearly every conflict.”*
Matt Chandler
- What are the important topics to agree expectations?

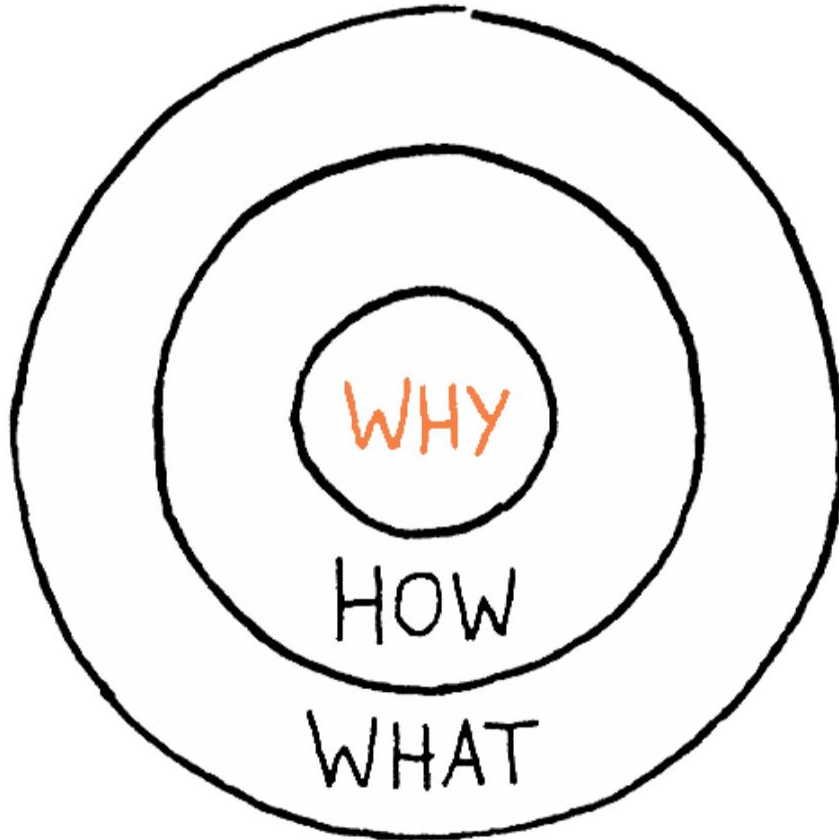


Pillars of Wellbeing



- What will have the biggest positive impact on your life?
- How will you incorporate Pillars of Wellbeing?

Purpose



How will you help people feel more connected to the purpose of their work?



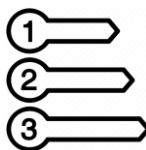
Leadership

- Leading in this volatile, uncertain, complex and ambiguous time will be challenging

Create
clear goals



Set
priorities



Build
collaborative
climate



Manage
performance



Build
confidence



- What do you think the most important things leaders can do?



Communication



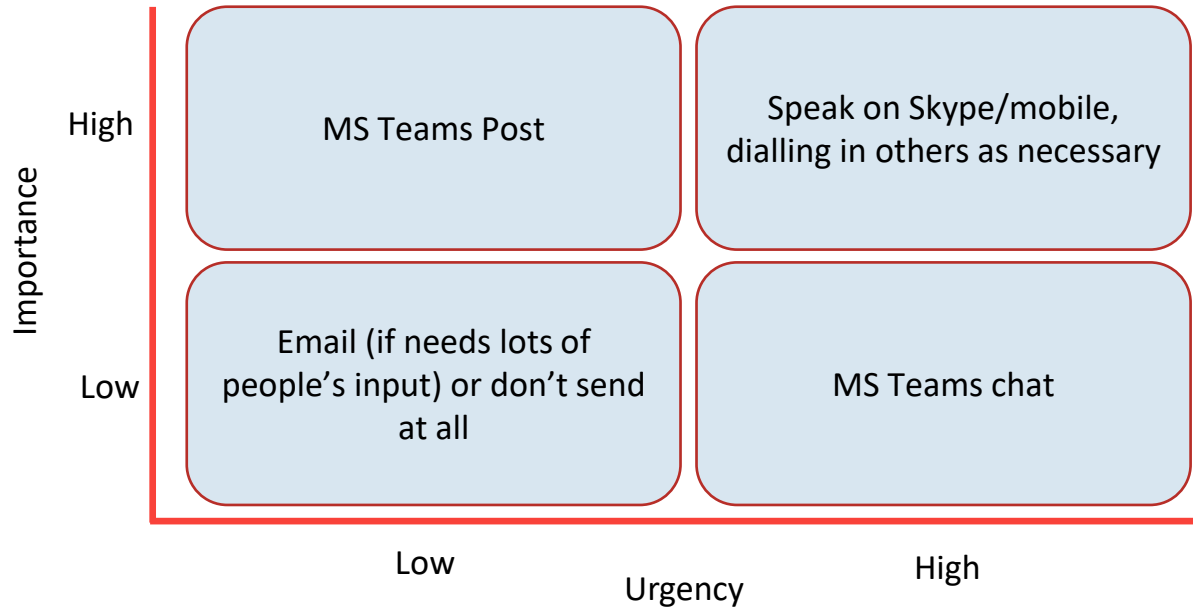
— What is effective communication for you and your team?





Communication

- What communication tools will you use?
- What about a 2 x 2 urgency and importance matrix to outline best communication tool?





Psychological safety



How will you help create psychological safety in your team?

Trust

How will you help people feel more trusted during this challenging time?



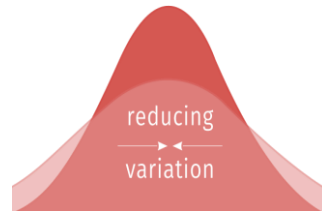
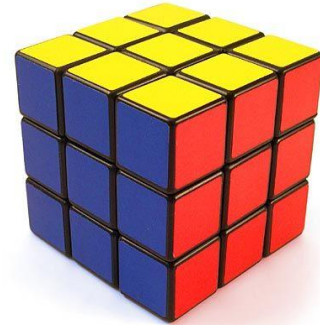


Accountability

How will you help people feel more accountable to the team?



Problem solving





Maximum motivation



Motivation 1.0
1st Drive: Biological

Assume we are driven by our biological and survival needs



Motivation 2.0
2nd Drive: Extrinsic

Assume we seek rewards and avoid punishments

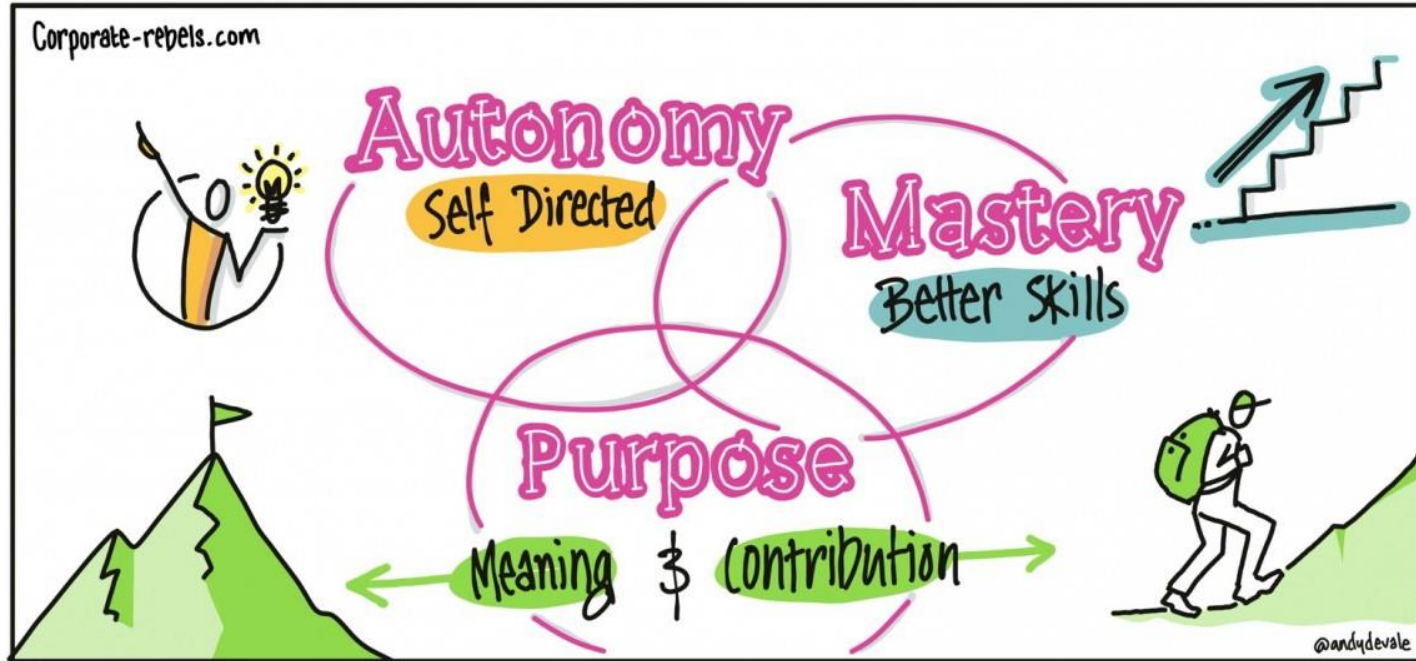


Motivation 3.0
3rd Drive: Intrinsic

Assume we also have intrinsic desires to create, learn and better the world



Maximum motivation



How will you help increase intrinsic motivation?

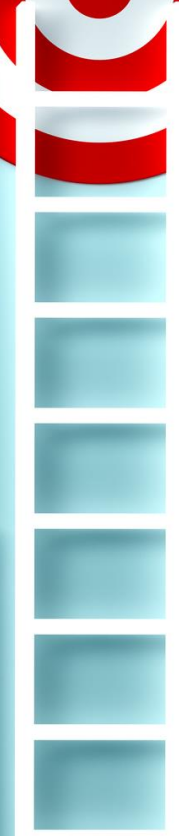
Either for yourself or others.



Thank you!

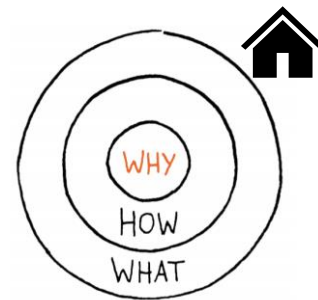
Any questions?

If you would like to talk about anything mentioned here, please do contact me at andrew.dewar@wsp.com

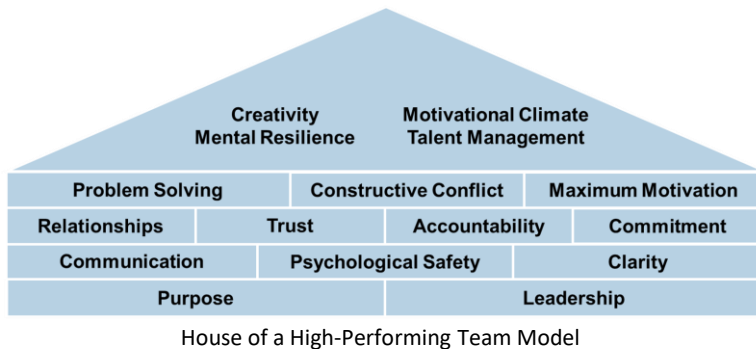


Forming performing teams

Great projects need great teams



Why
More and more, we need to work within and across teams to achieve our goals. However, this is not easy. WSP's Continuous Improvement Services team can help your team achieve sustainable performance improvement that continues through effective teamwork long after our engagement has stopped.

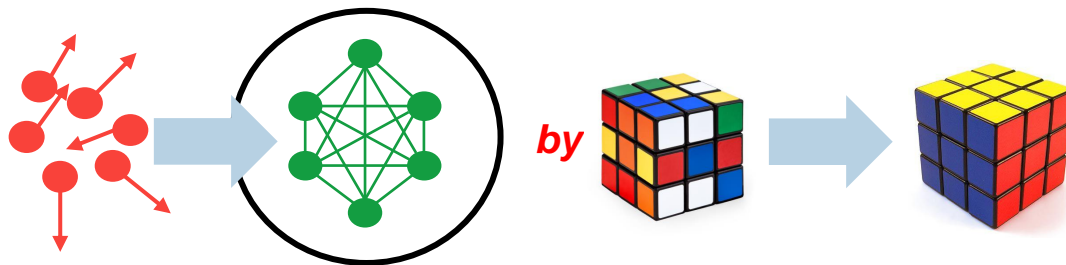


How
Dr Andrew Dewar applies expertise in psychology and continuous improvement, as well as experience developing high-performing teams in a sport, third sector, public sector and private sector to increase team performance.



By evaluating your current situation, Andrew identifies key areas to focus on from the House of a High-Performing Team (and beyond), which provides a blueprint for better team performance. He then creates tailored support so that your team can overcome any challenges.

What
We transform groups of individuals, lacking alignment and with potentially conflicting goals, into high-performing teams by making the complex simple.
We achieve this through interactive and engaging workshops, coupled with ongoing coaching and support.





Questions

#AskACE

with Hannah Vickers

Join the twitter Q&A and
send us your questions
using **#AskACE**



Also in this series...

Maximising motivation while in lockdown

Wednesday 22 April 2020, 12.00pm

Business loans and finance

Wednesday 29 April 2020, 12.00pm

Improving cash flow through tax credits

Wednesday 6 May 2020, 12.00pm

What does recovery look like?

Tuesday 12 May 2020, 12.00pm

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Replay season one's webinars



ACE WEBINARS
Navigating COVID-19

Tahviah McLeain-Brown
Founder, Honor
Life coaching & HR business

Hannah Vickers
Chief executive
ACE

Chris Young
Executive Managing Director
Tony Gee

58:22

Navigating COVID 19 People in a pandemic

33 views • 1 day ago



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Alexander Retiner
Chief Executive
CECA

Hannah Vickers
Chief executive
ACE

John Welch
Deputy Director
Crown Commercial Service

59:15

Navigating COVID-19: Procurement

128 views • 5 days ago



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Brian Berry
Chief Executive
FWD

Joanna Lewis
Partner
Eagle & Co

Hannah Vickers
Chief executive
ACE

56:42

Navigating COVID-19: SMEs & Coronavirus Job Retention...

119 views • 1 week ago



ACE WEBINARS
Navigating COVID-19

Hannah Vickers
Chief executive
ACE

Julian Francis
Director of External Affairs
ACE

1:00:12

Navigating COVID-19: Emergency Response

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Thank you!