

THE INNER DRIVERS OF ENGAGEMENT

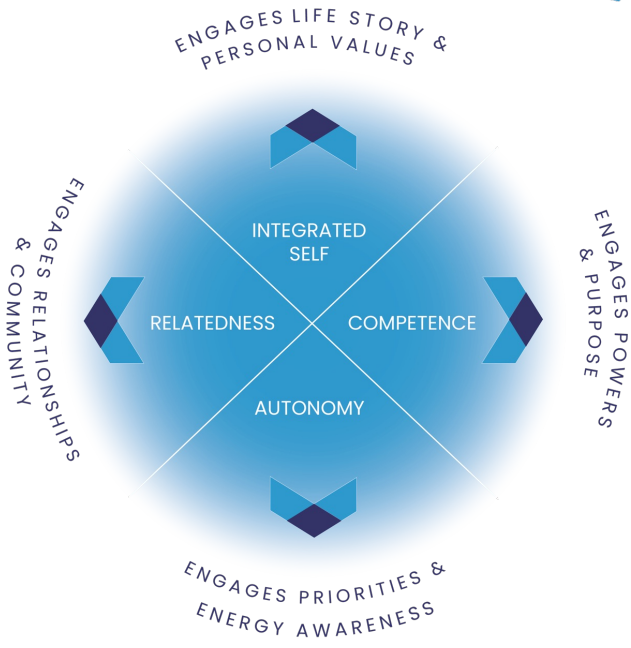
WORKSHOP EXPERIENCES



THE INNER DRIVERS MODEL

Most employee engagement efforts fall short because they are focused on extrinsic motivators and rewards, rather than the much more powerful forces of intrinsic motivation.

Avion's Inner Drivers Model combines decades of academic research on human motivation with the insights Avion Partners and Principals have gained from helping thousands of individuals unleash their full potential. The result is a blueprint for employees to develop the deep and abiding intrinsic motivation they need to fully engage at work.



THE INNER DRIVERS CORE WORKSHOP EXPERIENCE

Onsite or virtual/ Delivered in 1 to 4 sessions/6 to 8-hours seat time

Designed to help individuals in your organization explore their inner drivers and relate them to their work, this hands-on, experiential workshop is relevant for employees at all levels, participating as cross-functional co-workers, or as an intact team. Participants will complete the Inner Drivers Self-Assessment Survey prior to the workshop, and will build a personalized Inner Drivers Action Plan based on the insights they gain throughout the workshop experience. The workshop is broken out into four modules:

- 1 WHO ARE YOU?**
INTEGRATED SELF
Embrace the experiences that make you who you are, and integrate them into a positive sense of identity at work.
Activities: *Life timeline, values cards*
- 2 WHAT ARE YOU CAPABLE OF?**
COMPETENCE
Connect your existing skills and those you would like to acquire to the impacts you intend to make at work.
Activities: *Skills inventory and competency map*
- 3 WHAT IS THE BEST VERSION OF YOU?**
AUTONOMY
Visualize the the most effective and fulfilled version of yourself, and take control to bring that vision to life.
Activities: *Wheel of priorities, energy grids*
- 4 WHO IS WITH YOU?**
RELATEDNESS
Build stronger bonds with the individuals and groups who you depend upon, and who depend upon you.
Activities: *Interdependency matrix, trust accounts*

THE INNER DRIVERS WORKSHOP FOR LEADERS

Onsite or virtual/ Delivered in 1 to 4 sessions/8 to 10-hours seat time

The same experience as the core workshop, but with added content related to fostering intrinsic motivation in those you lead. Topics covered include applying the Inner Drivers approach to feedback and coaching, strategy and vision, and leadership presence.

THE INNER DRIVERS DISCUSSION SEMINAR

90-minute virtual session

A consolidated experience where participants learn about the Inner Drivers Model, and explore their own relationship with each of its elements in collaborative discussions and breakout groups.