

Improving Productivity

This article is taking a look at why training and knowledge alone may not be enough to apply the skills and tools we learn, whether it be technical, leadership, or any other training. I use productivity training as an example.

I specifically remember having gone through an extensive leadership training program many years ago at work. I am pondering today which of the tools I learned back then I am applying today, be it automatic or by consciously choosing them. Reflecting on this, I notice how some of these tools have made it into my daily life to a degree, but others I have abandoned. So, let's have a closer look.

The question I am asking myself is “what might be in the way of me using these tools?”.

I came up with four possible obstacles:

- **Motivation** – what is in it for me? If I do not see a direct benefit, I would have little motivation. Maybe if I became aware of these benefits or create an incentive, I could overcome any motivational issues.
- **Accountability** – who is holding me accountable? When thinking about this, I noticed that in my prior trainings no one was holding me accountable (unless I did it myself). Why not create a win-win with the people that benefit from my increased productivity? It could be done through agreements or ongoing support.
- **Habits** – what habits have I developed that are contrary to applying the tools I learned? Old habits can be difficult to overcome. I slide back into the way I did things prior to having learned a new way. Overcoming habits will take daily effort for a period of time.
- **Beliefs** – what beliefs do I have about myself that get in the way of using these tools? If I for instance had the belief that “I must not be doing a good enough job to be sent to this training”, I could use this belief as a motivator or it could demotivate me further.

Note, I have published a separate article on LinkedIn about habits. You can also download this article as PDF from my website (see below) as well as two articles on beliefs.

If you want more information, I created a Power Point presentation you can download in PDF format from my website for free. It goes into more depth as far as these four obstacles are concerned. If you wish to obtain the Power Point presentation itself, you can do so for CDN\$200 (+HST where applicable). It includes animations and notes with guidance on the discussions. The other option would be for me to present this in person to your team, which I do for CDN\$500 plus travel costs (+HST where applicable). A copy of the Power Point will be made available as part of my presentation. The duration is about 2-3 hours depending on the depth and time spent on the discussions. Please contact me, if you have an interest in any of these paid options.