

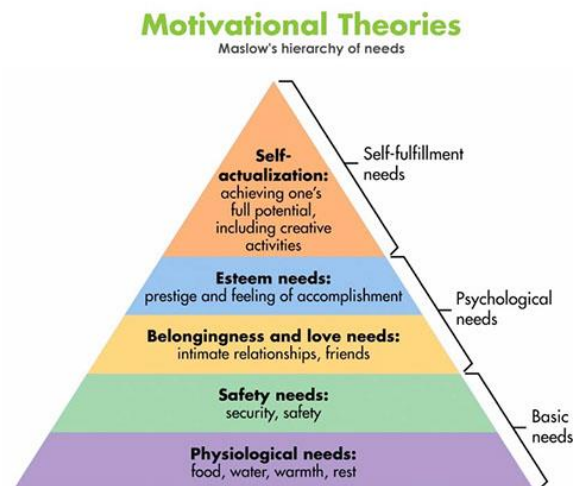
# Why Your Leaders Aren't Engaging With Your Leadership Development



Techniques for motivating employees are a key part of everyone's Leadership Development.

You have probably seen Maslow's Hierarchy of Needs before, the pyramid of needs that motivates human behaviour. A picture of this diagram is probably sat on your intranet or pinned to a wall somewhere.

Knowing this, it's all the more ridiculous that modern Leadership Development does not incorporate this motivational learning themselves.



## If your leaders aren't engaged with their learning, it's your Leadership Development's fault

The secret's right there, at the top of the pyramid. That's how leaders are taught to engage others.

But Leadership Development has this strange disconnect between teaching leaders how to motivate others, without using that teaching to then motivate the leaders.

## **It must appeal to our 3 core motivators: Autonomy, Mastery, and Purpose**

Those are the expanded version of the pyramid top from Dan's Pink's book 'Drive'.

- 1. Autonomy:** Does your Leadership Development allow your Leaders to develop in their own way and under their own steam? Does it embrace innovation?
- 2. Mastery:** Does your Leadership Development teach your Leaders to have a Growth Mindset? That every encounter is an opportunity to learn, and that they are *never* finished learning how to be Leaders?
- 3. Purpose:** Is the company's real purpose entwined with the Leadership Development at every level? And we don't mean achieving profits; that doesn't get you out of bed in the morning with a spring in your step.

These are the factors we build into each of our learning communities, and why we see such high levels of engagement. [Have a look here to see one such success in action >>](#)



**Posted May 23<sup>rd</sup> 2018 on the Leadership Hub:**

<https://www.theleadershiphub.com/blog/why-your-leaders-arent-engaging-your-leadership-development>