



Managing with Motivational Intelligence



The
**Power
Within**[®]

UK Construction Industry



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About Us

At The Power Within Training, we're dedicated to redefining leadership excellence.

For years, we've been guiding individuals and organisations to discover and refine their unique leadership approach through our bespoke courses.

Our philosophy is grounded in the latest advancements in neuroscience and cognitive and social psychology. This fusion of science and strategy helps you to find your very own leadership style.

Joining our leadership training journey means embarking on a path to think **bigger**, be **better**, and achieve **more**. Our courses go beyond conventional tests.

We cultivate focused, prepared leaders who are deeply committed to fostering a positive and productive team environment.

Our commitment is to facilitate your growth and transform how you and your business confront and overcome future challenges.

We champion accountability, resilience, and adaptability in the face of change.

At the heart of The Power Within Training is a passion for igniting and nurturing tomorrow's leaders. We're dynamic, compassionate, and relentlessly pursuing positivity and lasting impact.

We believe in challenging and expanding your perspectives on business, teamwork, and personal growth. With us, you'll unlock your unlimited potential and set the stage for achievements that surpass even your wildest dreams.

Join us, and let's make real change that lasts.



Our Method

At the heart of our approach lies a profound insight into the human condition, bridging the latest in neuroscience with ground-breaking discoveries in cognitive psychology.

This intersection reveals the key to unlocking our potential, opening our minds, and achieving unparalleled success: **Motivational Intelligence**.

Motivational Intelligence (MQ) is the art of overcoming negative thoughts and self-limiting beliefs to overcome obstacles and achieve goals.

It's a concept rooted in the most pivotal and extensively researched areas of social psychology, earning awards such as a Nobel Prize and being hailed as one of the twentieth century's top ten scientific breakthroughs.

But what truly sets Motivational Intelligence apart is its ability to answer the fundamental questions of 'why?' Why do some individuals excel where others falter?

Why can some adapt effortlessly while others are paralysed by change? Why do some give up at the first sign of challenge, whereas others persevere against all odds?

Success is not solely determined by intelligence quotient (IQ) or emotional quotient (EQ). The real game-changer is a high MQ.

This form of intelligence weaves through every monumental human achievement, every overcome challenge, and every story of resilience.

The stark difference between those who succeed and those who struggle lies in their level of Motivational Intelligence.

Recognised as the third and most impactful level of human Intelligence, MQ is the cornerstone of our methodology at The Power Within Training, empowering you to go beyond your limits and craft a legacy of success.



The Science Behind Motivational Intelligence

We define Motivational Intelligence as “the ability to motivate oneself and others” and we have identified two primary routes for practising Motivational Intelligence.

First, by identifying and managing negative thoughts and self-limiting beliefs. Second, by identifying and managing human needs. To teach Motivational Intelligence to our clients, we integrate the psychological science and neuroscience of motivation into our training programmes.

Our research has found that the psychological phenomenon known as the growth mindset strongly contributes to motivation and success across several outcomes in the workplace. Therefore, teachings of the growth mindset underpin our training programmes. Beyond the benefits of the growth mindset for driving success in the workplace, the growth mindset has been shown to benefit Equity, Diversity, and Inclusion by increasing the comfort with which people of different groups interact.

The latest neuroscientific research converges upon the theory that the brain is a “prediction-making machine”.

As a result, our training programmes combine this research with research on the psychology of motivation so that we can teach our clients how to leverage their subconscious processes to inspire increased motivation in themselves and others.

Scientific research is not just distilled and taught through our training programmes; it is the foundation.

We draw upon the findings from cognitive science and psychological “intervention” research to ensure our clients remember and apply their lessons in practice, making our programmes not just informative but also highly effective.



Introduction

Welcome to the 'Managing with Motivational Intelligence (MQ)' Programme for the UK construction sector!

In the dynamic and fast-paced environment of the UK construction sector, leadership and management practices need constant refinement and enhancement to keep pace with industry standards and technological advancements.

Recognising this need, we proudly introduce 'Managing with Motivational Intelligence (MQ).'

This course is meticulously designed around the transformative MQ framework, focusing on enhancing the critical components of emotional intelligence that are pivotal for effective management.

“

An astounding team with true core values and attention to detail.

I have been well coached at certain times in my life but I have to say the course by The Power Within Training has been truly the best.

Not only has it enabled me to take my personal life and business life to another level I feel I've made friends for life.

- Jason Heaton, Founder of Axford & Heaton



Essential for the Construction Sector

Adapting to Industry Evolution:

The construction sector is witnessing rapid change, demanding managers who can lead through change. "Managing with Motivational Intelligence" equips mid-level and junior managers with the skills to align daily operations with company strategy, ensuring seamless execution of business objectives.

Enhancing Managerial Effectiveness:

Our programme hones key aspects of emotional intelligence—self-awareness, self-regulation, motivation, empathy, and social skills. This empowers managers to enhance their leadership, resulting in better decision-making, improved conflict resolution, and a more motivated team.

Fostering a High-Performance Culture:

As managers improve their ability to understand and influence their teams' dynamics positively, the overall organisational culture benefits.

This shift not only boosts employee engagement and retention but also aligns the workforce more closely with the organisation's goals and values.

Driving Innovation and Growth:

With a strong focus on Motivational Intelligence, managers learn to create an innovative environment that adapts seamlessly to market changes and challenges. This proactive approach is essential for staying competitive in the construction industry.

Our programme is here to empower you with the skills you need to lead confidently, adapt to change, and fuel growth.



From Good to Great: How MQ Transforms Leaders

Managing with Motivational Intelligence (MQ) is vital for tackling the unique challenges of the construction sector, from complex projects to diverse teams.

MQ empowers managers to thrive in high-stakes environments, aligning strategic goals with daily operations to boost adaptability, employee engagement, and retention.

This approach is key to creating an inclusive culture that meets modern Equality, Diversity, and Inclusion (EDI) standards, ensuring your leadership and management practices are both progressive and holistic.

According to a Gallup survey, organisations prioritising nurturing employee engagement experience an astounding 81% reduction in absenteeism. Engaged teams aren't just happier and more present, productive, and passionate.

The power of a positive workplace culture is undeniable in driving not only your staff's success but also your company's resilience and growth.

A team that loves to show up is the kind of team that makes things happen, fuelling innovation, collaboration, and sustained performance.

By embedding Motivational Intelligence (MQ) into your leadership and management practices, you create an environment where employees thrive, and your business prospers.



Programme Overview

This CPD-certified course will unfold across four meticulously designed sessions, each targeting specific management and leadership development areas.

Blending theory with practical applications tailored for the UK construction sector, this course ensures you get the best of both worlds.

Delivered through a mix of live virtual training and self-paced online learning, it fits seamlessly into your busy professional schedule.

“

Thank you for the opportunity to attend the course. It has been a catalyst to enable me to reflect and re-evaluate my management and leadership skills.

The knowledge gained on the course has been refreshing and will be invaluable in the coming weeks and months when used to drive improvement in performance and outcomes.

- Richard Gaukrodger, Construction Director at Caddick Construction



Session Summaries & Learning Objectives

Session 1: Self-Leadership and The Secret to Personal Success

This session lays the groundwork for understanding and developing self-leadership – a critical component of personal and professional success.

Through interactive learning and expert insights, particularly from leaders within the construction sector, participants will explore the fundamental aspects of Motivational Intelligence and its application in managing self and others.

Key Learning Outcomes:

- Grasp the concept of self-leadership and its impact on performance.
- Develop strategies to optimise team motivation and communication using diverse learning styles.
- Implement practical tools for self-improvement and professional growth.

Session 2: The Role of Intelligence in Management

The second session focuses on integrating IQ, EQ, and MQ in leadership and addresses how these forms of intelligence collectively enhance decision-making and team management.

It emphasises the construction sector's need for a clear vision and strong leadership communication and provides participants with the tools to articulate and pursue organisational goals effectively.

Key Learning Outcomes:

- Understand the multifaceted roles of various intelligences in leadership.
- Foster a growth mindset and motivational intelligence within teams.
- Learn to craft and communicate a compelling vision to drive team alignment and performance.



Session Summaries & Learning Objectives

Session 3: The Pillars of Human Performance: Unlocking Unlimited Potential

This module delves into the intrinsic and extrinsic factors influencing leadership effectiveness and potential realisation.

Through discussions on influential leadership traits and the importance of resilience, participants will gain insights into overcoming barriers to team success and personal achievement.

Key Learning Outcomes:

- Identify and leverage personal and team strengths to enhance performance.
- Understand the significance of asking the right questions to foster an innovative and responsive team environment.
- Embrace and utilise failure as a stepping stone to success.

Session 4: Defining Management and Vertical Alignment to MQ

The final session explores the distinctions between management and leadership, highlighting the impact of effective management on team culture and organisational success.

It discusses common management pitfalls and the best practices for avoiding them, ensuring participants are well-equipped to implement MQ principles effectively.

Key Learning Outcomes:

- Differentiate between management and leadership roles and their respective impacts.
- Identify and avoid common management mistakes.
- Develop essential management skills aligned with organisational goals and MQ principles.



Format & Duration

Virtual Live Sessions: Each of the four sessions lasts about 3.5 to 4 hours on Zoom, providing interactive and engaging learning without the hassle of travel.

Self-Led Training: Each session includes 2 to 3 hours of self-paced online training, letting you learn at your convenience alongside your other commitments.

Total Duration: Around 28 hours per participant, plus an extra 4 hours for pre- and post-psychometric evaluations by a certified psychologist to assess your progress and impact.

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A great learning experience which I would highly recommend to other senior managers. It opened my mind, allowing me to reflect on how I am as a leader and where I need to improve.

There were key elements of the course that had real impact by giving me a more open mindset and emphasising that the gift of great good leadership can profoundly improve the lives of our people and the success of our business.

- Bill Metcalfe, Operations Manager at Caddick Construction



More Than Just a Training Programme

Managing with Motivational Intelligence is more than just a training programme—it's a strategic enhancement tool for the UK construction sector.

By aligning management practices with advanced psychological principles and current industry demands, this course develops leaders who excel in project management, inspire teams, drive innovation, and cultivate a resilient and adaptive organisational culture.

Tailored for the UK construction sector, this programme is designed to elevate your management and leadership skills.

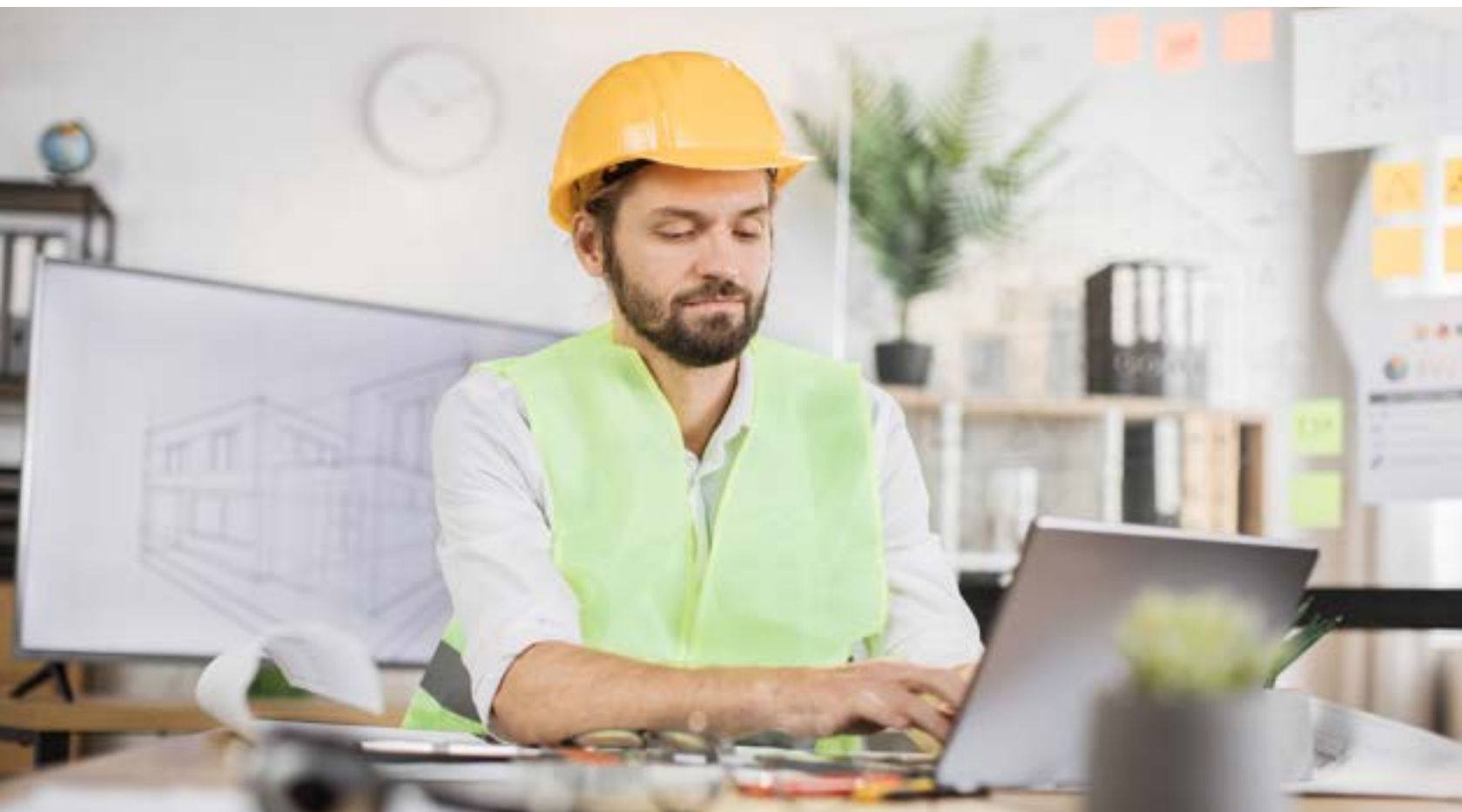
By weaving MQ into your daily leadership practices, you'll enhance individual performance and cultivate a strong, adaptive, and inclusive organisational culture.

This initiative prepares leaders and managers to meet 21st-century challenges head-on, driving change, growth, and development within their teams and across the organisation.

Motivational Intelligence (MQ) and Managing with MQ are crucial for a company's growth and development.

These approaches go beyond simple methodologies, offering transformative frameworks that revolutionise how leaders and managers engage with their teams and drive organisational strategies.

Emphasising MQ in leadership and management fosters trust and genuine inspiration in communication, perfectly aligning with the core principles of the MQ framework.



Unlocking Significant Benefits

Enhanced Communication: MQ helps leaders understand and manage emotions, fostering empathy and trust. This creates an environment where employees feel valued and heard.

Increased Employee Engagement: With MQ, leaders can better motivate their teams, aligning individual drivers with organisational goals. This personalised approach boosts morale and fosters commitment and loyalty among employees.

Adaptive Leadership: Adaptability is crucial in today's fast-paced and often unpredictable business environment. MQ helps leaders become more resilient and adaptable, effectively guiding their teams through change with confidence and clarity.

Innovative Problem Solving: Emphasising MQ encourages a mindset open to new ideas and solutions, fostering creative problem-solving and nurturing a culture of innovation that drives company growth.

Cultural Transformation: MQ builds a culture where employees are motivated to excel and feel integral to the organisation's success. This cultural shift ensures long-term sustainability and competitiveness, making the organisation a better workplace and a stronger market player.

Leading with MQ and managing with MQ enhance individual capabilities and transform organisations into more responsive, engaged, and forward-thinking entities.

This transformation drives growth, fosters innovation, and maintains a competitive edge.

Adopting the MQ framework ensures sustained, inclusive development aligned with the highest standards of motivational intelligence.



The
**Power
Within®**

Inspiring the Leaders of Tomorrow, Today

Contact Us Today!

Our team at The Power Within Training are standing by to make sure you get the help you need.

Whether you have a question, are interested in finding out more or looking for a proposal and more, **we're here for you!**



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