



# TTM

# associates

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*insight that moves*

*Monday 27<sup>th</sup> October 2014*

*With David Harman*



***“The Impact of Passionate Behaviours at  
the Workplace”***

## Webinar will begin shortly



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# Webinar Outline

- Introduction
- Why is it Important to Be Passionate At Work?
- What Are The Passion Factors?
- What Are The Most Important Factors?
- What is Passion?
- TTM methodology
- How to Boost Passionate Behaviour
- Summary
- Bibliography

**The Impact of Passionate Behaviours**

# Introduction

For years, researchers, organizations, and leaders have been grappling with the challenges of:

- How best to create a motivating work environment
- The role of leadership in inspiring and maximizing the work passion and performance of others.

**WHY.....**

**WHAT is PASSION.....**

**HOW to CREATE PASSION.....**



# Why it is important to Be Passionate at Work?

**Table 1: Correlation Analysis between Employee Work Passion Factors and Intentions in the Workplace**

CORRELATION COEFFICIENTS					
	Discretionary Effort	Intent to Perform	Employee Endorsement	Intent to Remain	Organizational Citizenship Behaviors
Growth	.460	.298	.545	.618	.345
Connectedness to Leader	.417	.305	.431	.417	.319
Connectedness to Colleagues	.513	.346	.450	.286	.506
Workload Balance	.137	.090	.243	.234	.190
Task Variety	.603	.520	.491	.359	.526
Performance Expectations	.388	.336	.465	.412	.345
Collaboration	.450	.376	.535	.468	.540
Meaningful Work	.488	.475	.505	.492	.477
Distributive Justice	.396	.262	.496	.519	.333
Procedural Justice	.511	.377	.635	.530	.476
Autonomy	.531	.390	.539	.524	.483
Feedback	.385	.338	.483	.454	.370

All correlations are significant at the 0.01 level

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**The Correlation Values**

.500 represents a large correlation,

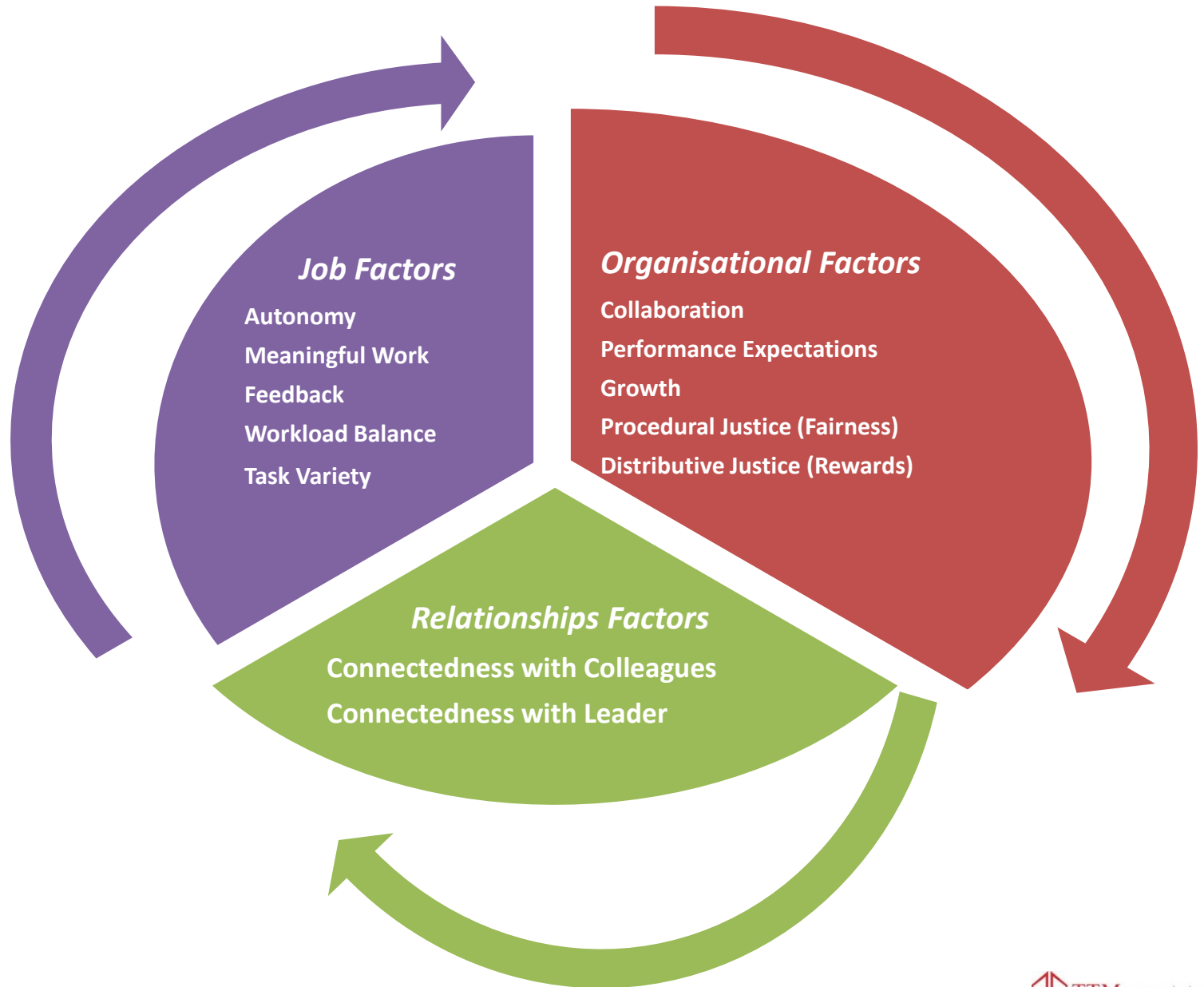
.300 is a medium correlation,

.100 is a small correlation.

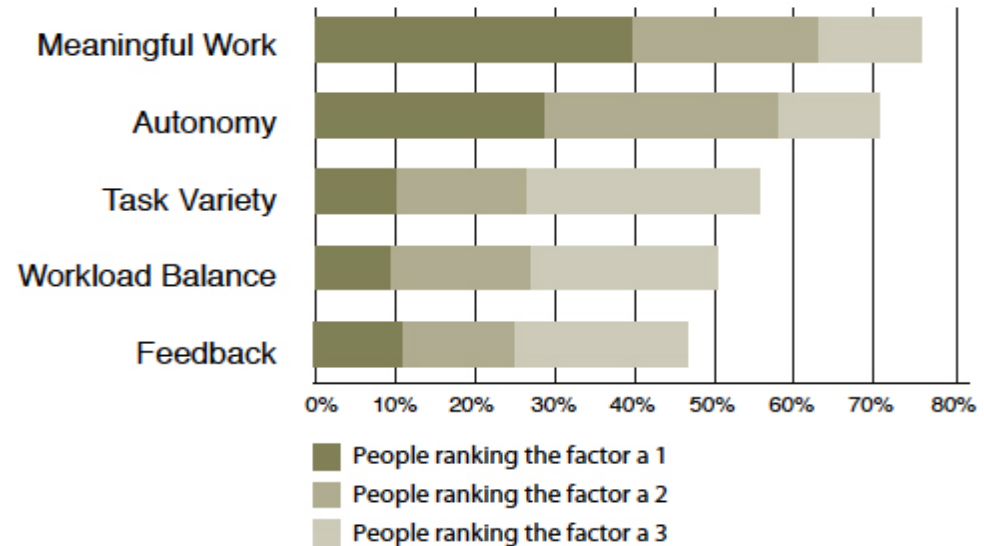
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# What Are The Passion Factors?

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# What Are The Most Important Factors?



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- An individual's intent to expend Discretionary Effort on behalf of the organization is directly influenced by all of the 12 factors.
- All 12 factors must be present in the work environment in order for employee work passion to be optimized
- The data in table clearly shows that some factors are more influential than others in regard to intentions and their resulting behaviour.

# What is Passion

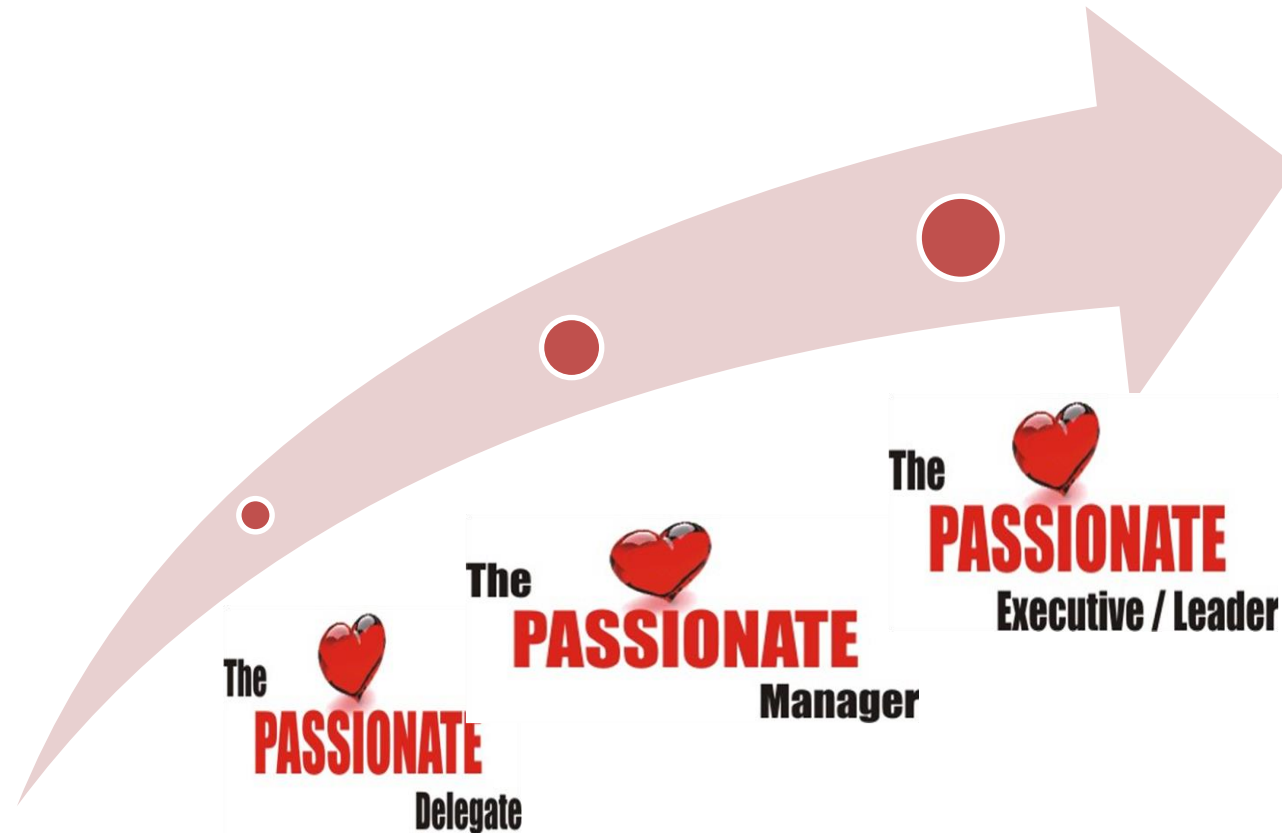
## The Impact of Passionate Behaviour

- Employee Passion is the positive emotional state of mind resulting from perceptions of worthwhile work, autonomy, collaboration, growth, fairness, recognition, connectedness to colleagues, and connectedness to leader, all of which lead to standards of behaviour that include discretionary effort, long-term commitment to the organization, peak performance, low turnover, and increased tenure with the organization.
- Additionally, passionate leaders tend to develop passionate followers and future leaders.
- Passion makes the difference in the life of individuals and teams and consequently boosts the entire the potential of the organization.
- The passionate leader combines both traits which are manager of meaning and manager of progress and caring!



# TTM Methodology

- At TTM associates, we believe that passionate leaders establish the values that underpin the core mission and vision of the organization.
- Passion is one of the driving forces that transform vision into actions. In order to achieve this higher stage of performance, we build a passionate workplace



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# How to Boost Passionate Behaviour

## The Impact of Passionate Behaviours

Based on extensive research conducted across the MENA region, on multinational companies in different industries, TTM associates developed **The Passionate Behaviour Model ©**



- Including diversity
- Displaying connectedness to others
- Communicating positively and with impact
- Developing others
- Giving & receiving feedback
- Inspiring oneself & others

# SUMMARY



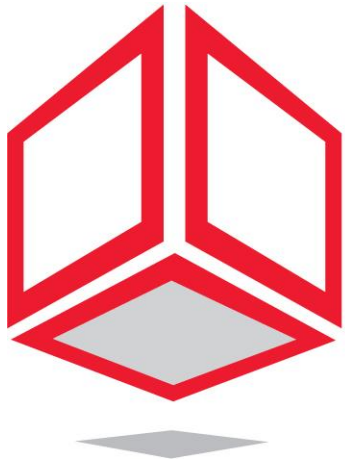
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**Thank you for attending**

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