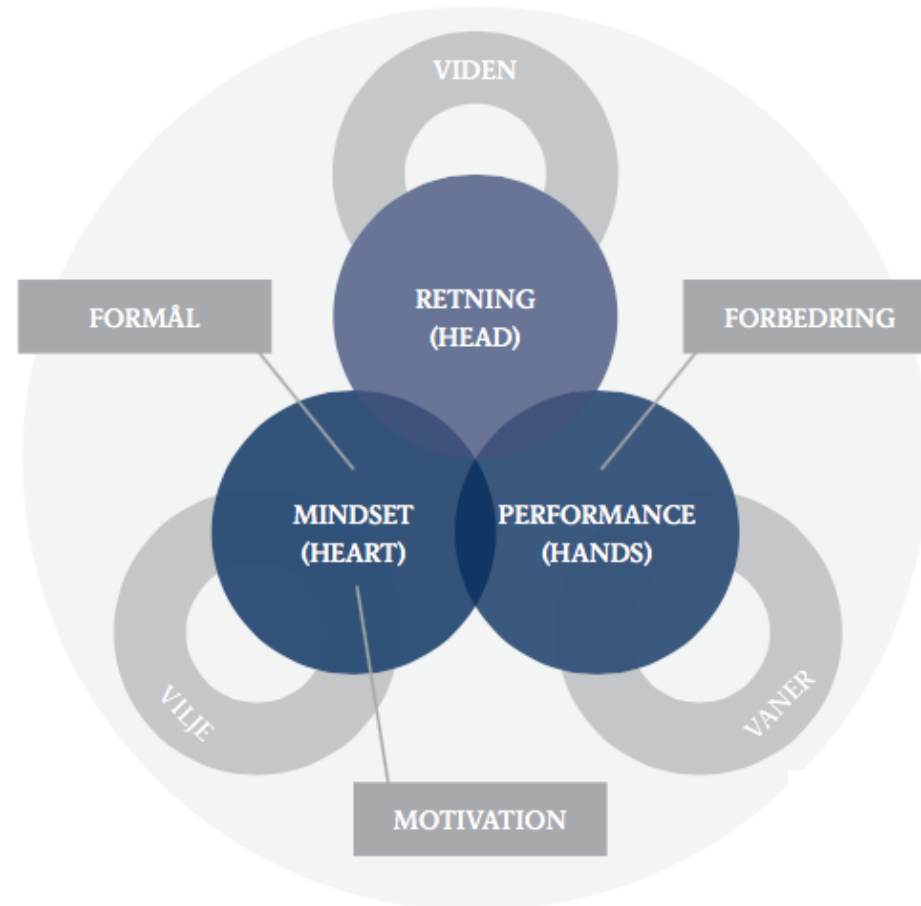


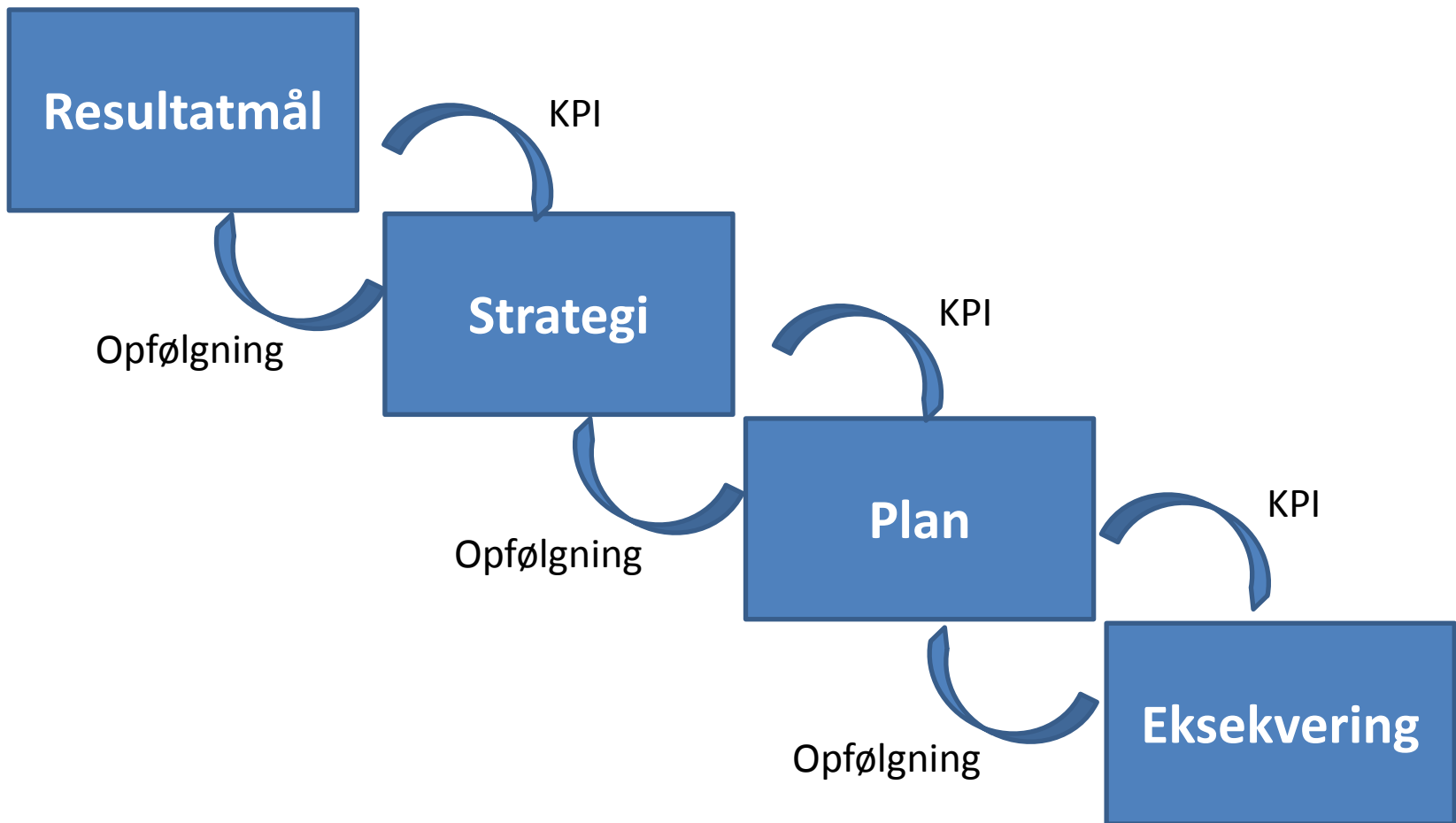
Præstation versus Resultat



High Performance Leadership



Performance Management



Præstationsledelse

High Performance Philosophy



Self Determination Theory (SDT)

Ed Deci & Richard Ryan 2000 (selvreguleringsteori).

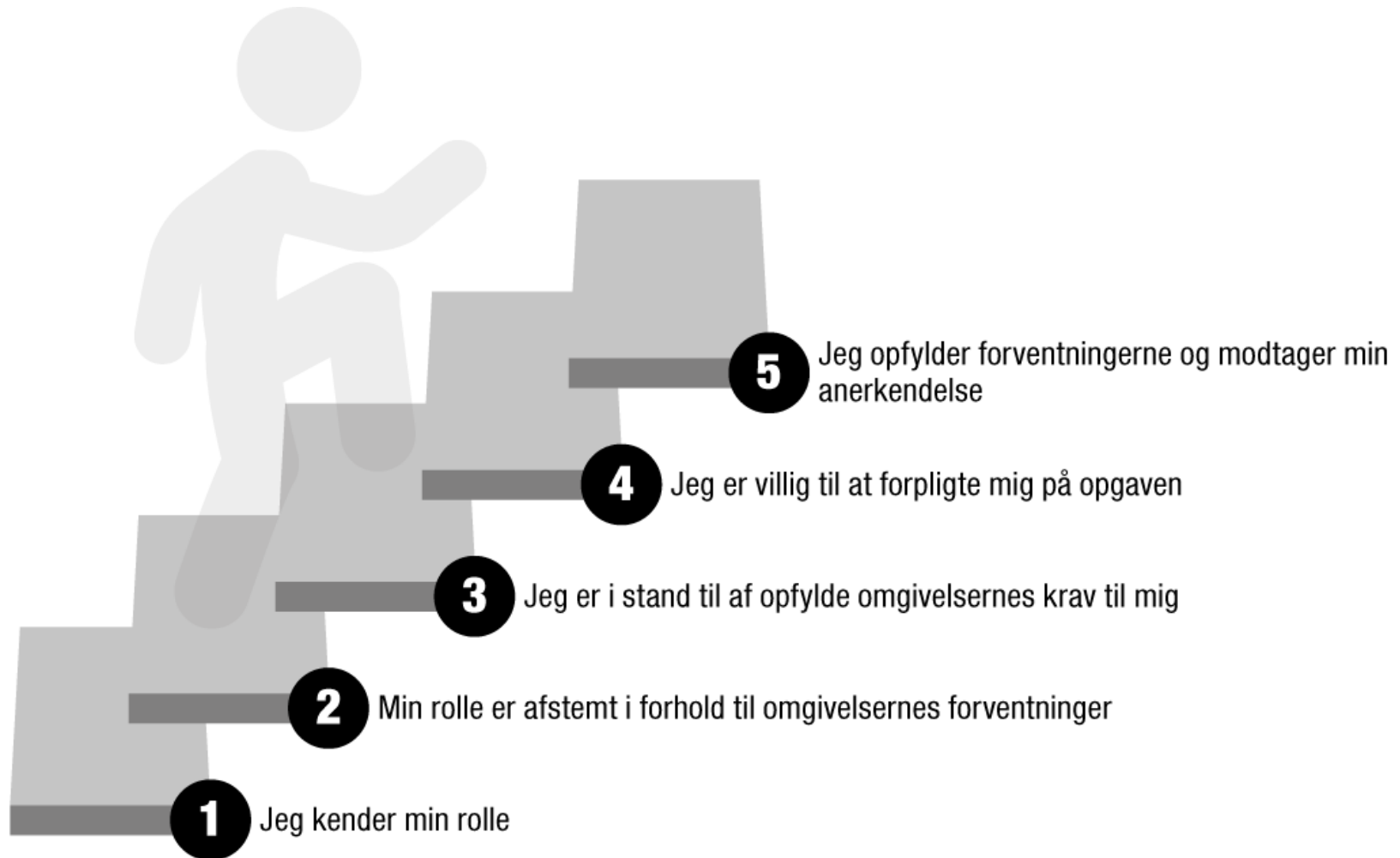
Individets 3 psykologiske krav for at engagement og motivation kan opstå er ifølge teorien:

Kompetence = Anerkendelse af det personen kan.

Autonomi = Selvregulering eller mulighed for indflydelse.

Tilhør = Personen er en del af en meningsfuld gruppe.

Engagementstigen (motivationsportalen)



Motivationskontinuum

Ryan & Deci 2000, Sheldon 2008.

Indre Motivation: Flow, lystfølelse, passion.

Ydre motivation: Engagement, ambition.

Integreret: Meningsfuldt for mig.

Identificeret: Accepteres som rigtigt for os.

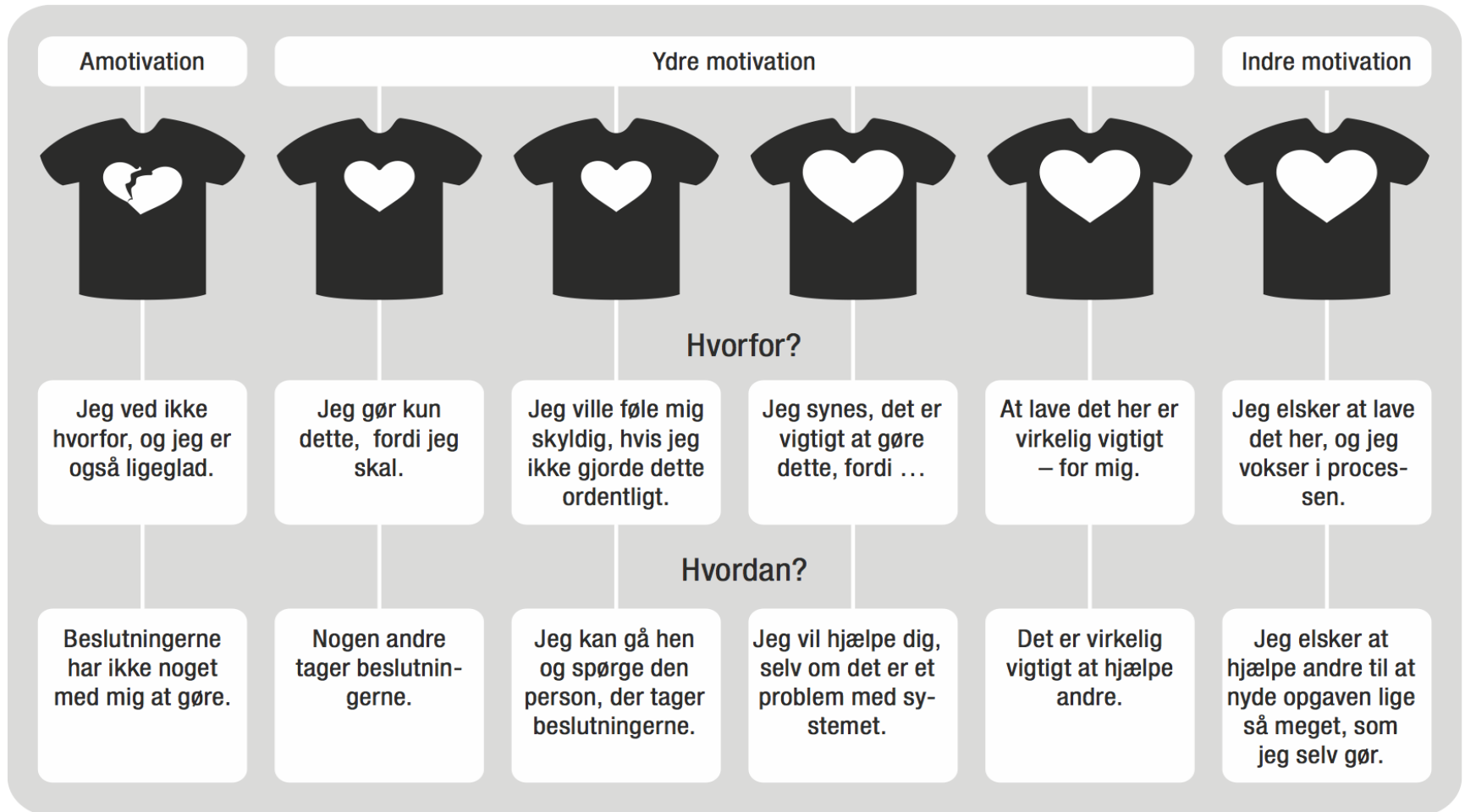
Introjektion: Internt pres, samvittighed.

Ekstern pres: Trussel, straf, belønning.

Amotivation: Manglende lyst, meningsløst.

Depression: Angst, manglende selvværd.

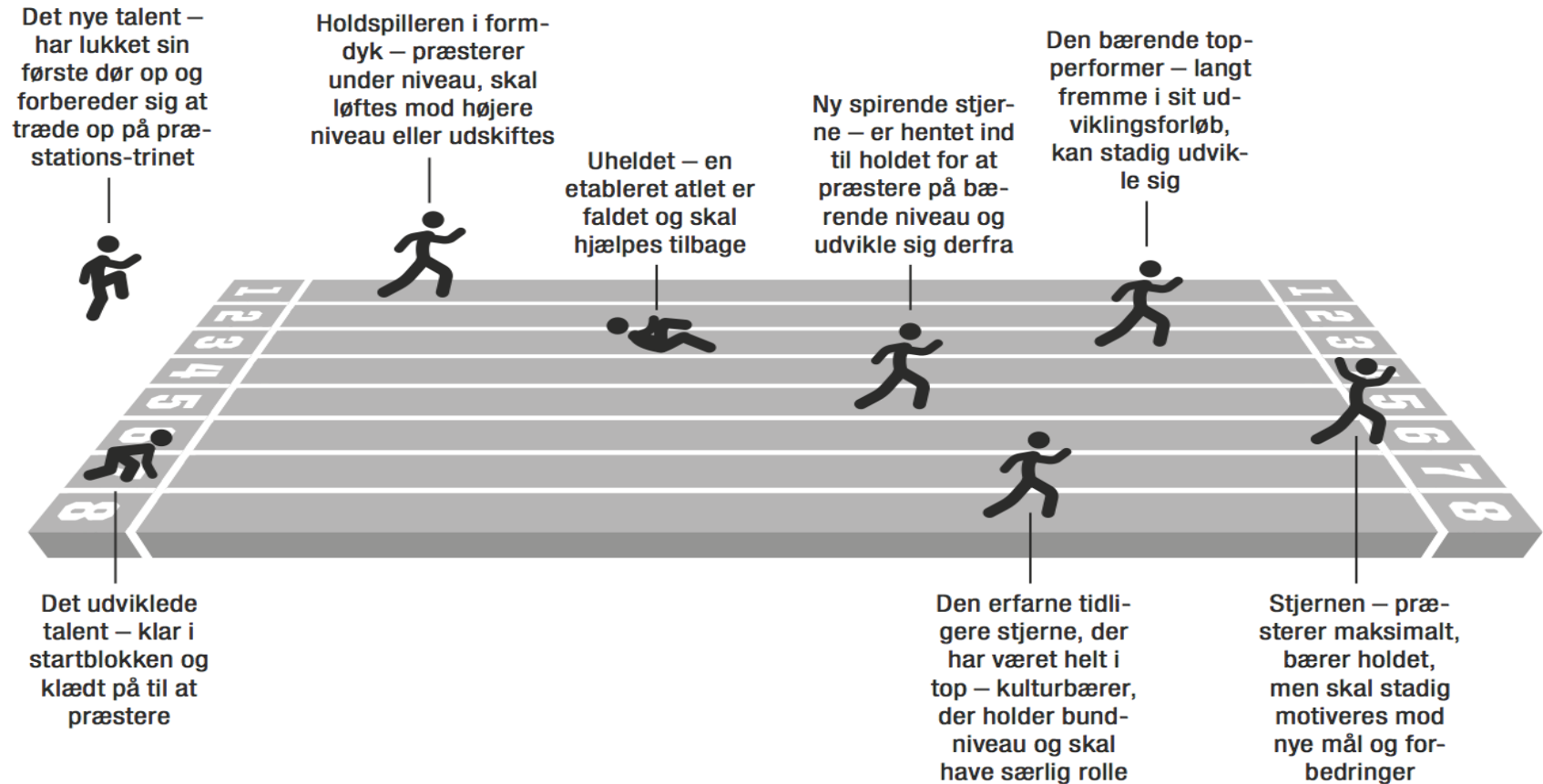
Motivation Continuum (Ryan & Deci 2000)



Bearbejdet efter Ryan og Deci, 2000, og Bisset, 2009.

High Performance Leadership Transition model

HLT modellen - High Performance Leadership Transition Model



Brüchmann og Trolle, 2014.