

Employee Motivation Workshop

Course Duration 1 Day

When you think of staff motivation, many things may come to mind: more money, a bigger office, a promotion, or a better quality of life. The truth is, no matter what we offer people, true motivation must come from within. Regardless of how it is characterized, it is important to get the right balance in order to ensure that you have a motivated workforce.

The Employee Motivation workshop will give participants several types of tools to become a great motivator, including goal setting and influencing skills. Participants will also learn about five of the most popular motivational models, and how to bring them together to create a custom program.

Course Objectives

At the end of the course participants will be able to:

- Defining motivation, an employer's role in it and how the employee can play a part
- Identifying the importance of Employee Motivation
- Identifying methods of Employee Motivation
- Describing the theories which pertain to Employee Motivation – with particular reference to psychology
- Identifying personality types and how they fit into a plan for Employee Motivation.
- Setting clear and defined goals
- Identifying specific issues in the field, and addressing these issues and how to maintain this going forward

Course Outline

A Psychological Approach

Herzberg's Theory of Motivation
Maslow's Hierarchy of Needs
The Two Models and Motivation

Object-Oriented Theory

The Carrot
The Whip
The Plant

Using Reinforcement Theory

A History of Reinforcement Theory
Behaviour Modification in Four Steps
Appropriate Uses in the Workplace

Using Expectancy Theory

A History of Expectancy Theory
Understanding the Three Factors
Using the Three Factors to Motivate in the Workplace

Personality's Role in Motivation

Identifying Your Personality Type
Identifying Others' Personality Type
Motivators by Personality Type

Setting Goals

Goals and Motivation
Setting SMART Goal
Evaluating and Adapting

A Personal Tool Box

Building Your Own Motivational Plan
Encouraging Growth and Development
Getting Others to See the Glass Half-Full

Motivation on the Job

The Key Factors
Creating a Motivational Organization
Creating a Motivational Job

Addressing Specific Morale Issues

Dealing with Individual Morale Problems
Addressing Team Morale
What to Do When the Whole Company is De-Motivated

Keeping Yourself Motivated

Identifying Personal Motivators
Maximizing Your Motivators
Evaluating and Adapting