Motivation Training
(Motivating Your Workforce)

Course Overview

It is no secret that employees who feel they are valued and recognized for the work they do are more motivated, responsible, and productive.

This one-day workshop will help supervisors and managers create a more dynamic, loyal, and energized workplace. It is designed specifically to help busy managers and supervisors understand what employees want, and to give them a starting point for creating champions.

Course Objectives

This workshop will teach delegates how to:

- Identify what motivation is.
- Describe common motivational theories and how to apply them.
- Learn when to use different kinds of motivators.
- Create a motivational climate.
- Design a motivating job.

Target Audience

This workshop is ideal for Managers, Supervisors, Team leaders or anyone one who will be in a leadership position.

Prerequisite

There are no prerequisites for this course.

Duration

- 1 Day

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Course Outline

What is Motivation?
To begin, delegates will explore motivation through a fun activity.

Supervising and Motivation
Next, we will look at three everyday objects that represent three approaches to motivation: the carrot, the whip, and the plant.

Motivational Theories
During this session, delegates will explore Maslow's and Herzberg's theories of motivation. They will also review their pre-assignment.

Setting Goals
Goal setting is an important part of motivation. This session will look at the SPIRIT acronym for setting goals.

The Role of Values
During this session, delegates will identify their personal values, which will help them understand their motivators.

Creating a Motivational Climate
This session will look at the reinforcement theory, also called the behavioral theory, of motivation. Expectancy theory and McClelland's needs theory will also be discussed.

Applying Your Skills
During this session, delegates will work on several motivational case studies.

Designing Motivating Jobs
This session will explore methods of designing (or redesigning) motivating jobs. We will also share the ten things you can do to motivate employees on a daily basis.

Workshop Wrap-Up
At the end of the day, delegates will have an opportunity to ask questions and fill out an action plan.

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