LANTERN TRAINING

Employee Motivation

"People say motivation doesn't last. Well, neither does bathing. That's why we recommend it daily" Zig Ziglar

Employees who are motivated perform better in their roles and are generally more engaged in the workplace. 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.

Our Employee Motivation workshop will equip participants with tools to become a great motivator, including goal setting and influencing skills. Participants will also learn about some of the most popular motivational models, and how to bring them together to enhance employee motivation. Further, they will explore the importance of intrinsic motivation and how to maximise this to their advantage.

Course Objectives and Content

KEY LEARNING OBJECTIVES

1. Define motivation, an employer's role in it and how the employee can play a part.
2. Learn how to apply motivational theories and techniques to workplace situations and understand how a leadership style motivates and demotivates employees.
3. Identify tips on how to create and maintain a motivated personal attitude in the workplace.
4. Understand the role of personality in individual motivation.

WHO IS THIS FOR?

This course is suited for managers and team leaders in any organisation.

COURSE CONTENT

1. A psychological approach; Herzberg's Theory of Motivation, Maslow's Hierarchy of Needs, the two models and motivation.
2. Object-oriented theory; the carrot, the whip, the plant.
3. Using reinforcement theory; a history of reinforcement theory, behavior modification in four steps, appropriate uses in the workplace.
4. Using Expectancy Theory; a history of expectancy theory, understanding the three factors, using the three factors to motivate in the workplace.
5. Personality's role in motivation; identifying your personality type, identifying others' personality type, motivators by personality type.
6. Setting goals; goals and motivation, setting SMART goals, evaluating and adapting.
7. A personal toolbox; building your own motivational plan, encouraging growth and development, getting others to see the glass half-full.
8. Motivation on the job; the key factors, creating a motivational organisation, creating a motivational job.
9. Addressing specific morale issues; dealing with individual morale problems, addressing team morale, what to do when the whole company is de-motivated.
10. Keeping yourself motivated; identifying personal motivators, maximising your motivators, evaluating and adapting.

Call us now on the numbers below

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