Motivation for Performance

Have you ever considered why your employees go to work, why they choose to do the job they do and why they choose to stay with you? In most cases employers and managers tend not to think too much about this issue, they are content in the knowledge that their employees are meeting their objectives and getting their jobs done. However, if you knew that production would increase and so would you profits simply by identifying your employees motivational needs and acting upon them, you may come to realise how motivation is critical to your team.

Identifying what motivates you personally and recognising what motivates their team members. How to motivate individuals and whether their current incentives and motivators are being effective.

This intensive workshop will give Managers, an opportunity to develop their knowledge and the skills required to motivate and manage their team. It captures the key criteria that impact on their team, gaining insight into what drivers are in place and how to implement the right drivers.

Who will the course benefit?

All Managers who want to enhance their management skills by understanding the impact of motivation and the motivational climate.

Course Objectives: To improve work place motivation.

Course Duration: 1 day
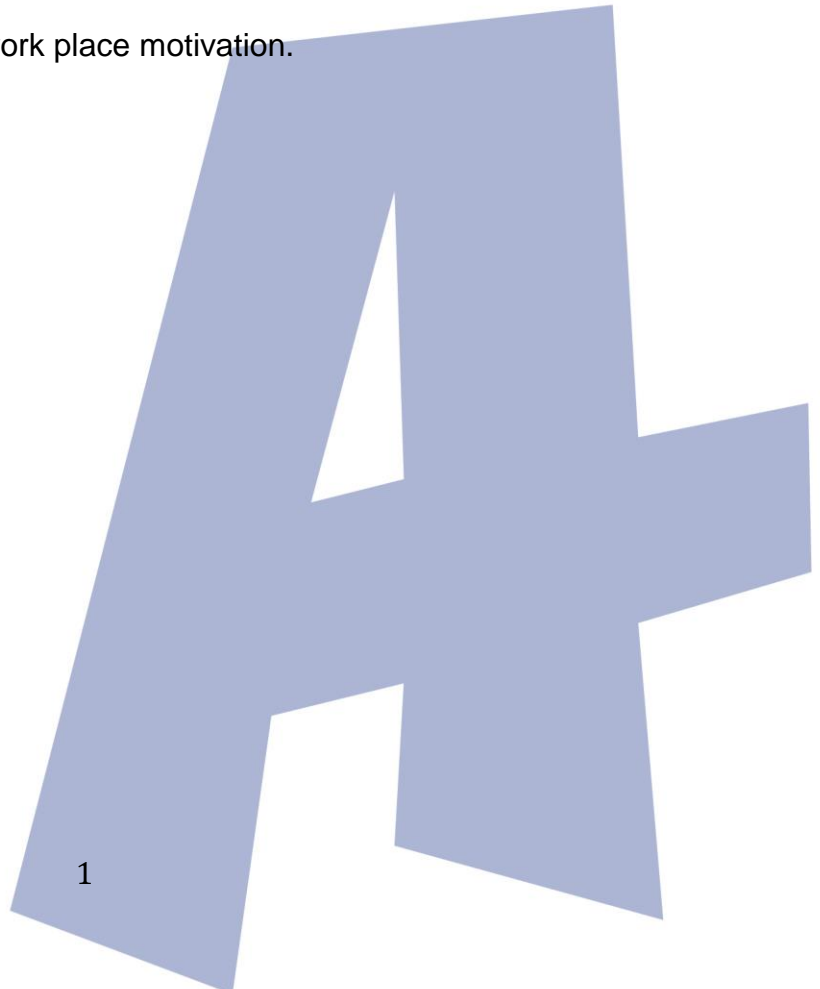
This course will enable delegates to:

- Define the major influences which affect human behaviour and motivation

- How motivation effects the working environment.

- Create a motivating environment "you have to be motivated to motivate"

- Identify a strategy for providing feedback.

- Apply the skills of motivation and recognise the damaging effect of de-motivation upon an individual and team.
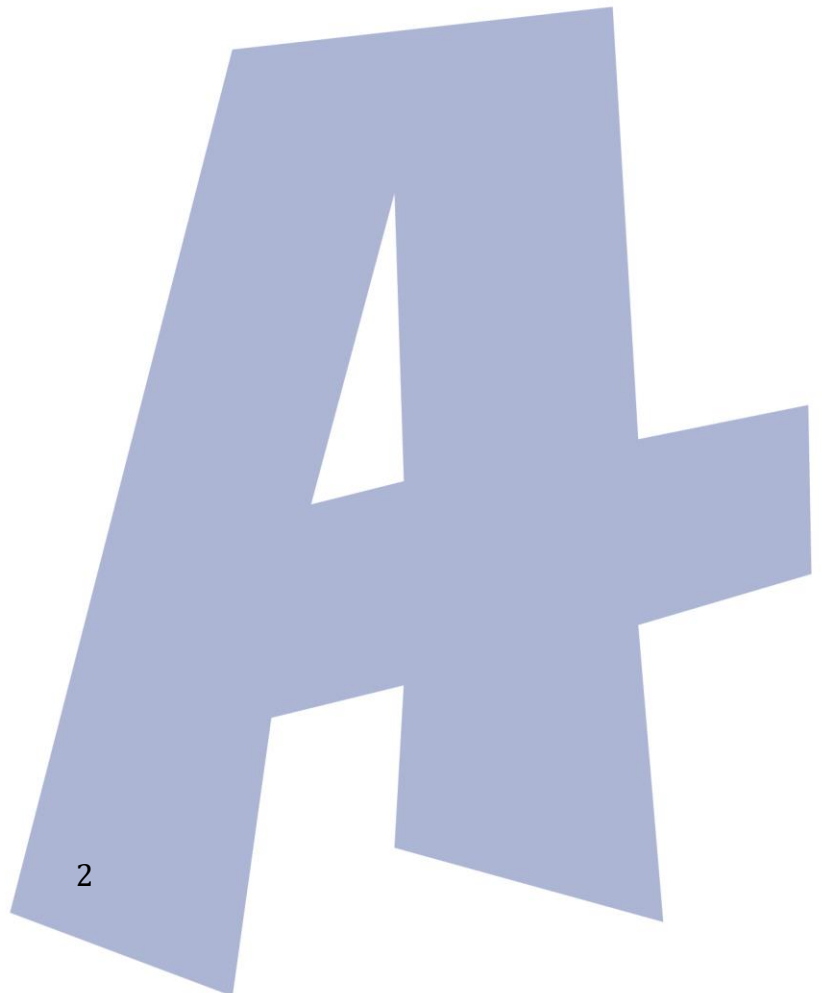
Course Content

Motivation

- What is motivation?
- Differences between drives, motives and motivation
- Who was the best and worst manager you ever had?
- Recognising and understanding other people's emotions.
- The motivation process
- How to motivate
- Demotivators
- Best and Worst Managers - What was it they did that motivated you and did it work for the whole team?
- Self-motivation
- Different levels of motivation
- Sociological trends/behavioural sciences
- Major motivational theories
- Leadership motivation
- Team motivation
- Personal motivation
- Incentives
- Motivational profile
- Looking at the motivation factors within your team
- Understanding your team members profiles
- Establishing actions
- Stroking
- Responses to behaviour
- The skills and the good 'appraiser'
- Giving sensitive feedback
- Managing relationships, i.e., managing the emotions of others.
- Select people who are highly motivated
- Set realistic and challenging goals
- Remember progress motivates
- Provide fair rewards and building loyalty
- Giving recognition
- Increased responsibility / personal development

Practical Session

- The course allows delegates to develop skills as they learn about them. It is of a highly practical nature.