

# Motivating Your Workforce

## Course Overview

It's no secret that employees who feel they are valued and recognized for the work they do are more motivated, responsible, and productive. This workshop aims to help supervisors and managers create a more dynamic, loyal, and energized workplace. This program is designed specifically to help busy managers and supervisors understand what employees want and to provide them with a starting point for creating champions.

## Learning Objectives

By end of this training workshop, participant will be able to:

- Identify what motivation is
- Learn about common motivational theories and how to apply them
- Learn when to use the carrot, the whip, and the plant
- Discover how fear and desire affect employee motivation
- Explore ways to create a motivational climate and design a motivating job

## Target Audience

Business and line managers, human resource managers, supervisors, team leaders, project managers and other staff with responsibility to create and support a motivating work environment.

## Methodology

The training course is delivered through presentations & discussions, group work, videos and case studies.

## Duration

One Day

## Course Outlines

1) What is Motivation? 2) Supervising and Motivation <ul style="list-style-type: none"> <li>a) The Carrot, The Whip, and The Plant</li> <li>b) Identifying Motivators</li> </ul> 3) Motivational Theories <ul style="list-style-type: none"> <li>a) Maslow and Herzberg's Motivational Theories</li> <li>b) Personal Motivators</li> </ul> 4) Fear and Desire 5) Setting Goals	6) The Role of Values 7) Creating a Motivational Climate 8) Expectancy Theory 9) Applying Your Skills <ul style="list-style-type: none"> <li>a) Situational Analysis</li> <li>b) Case Studies</li> </ul> 10) Designing Motivating Jobs 11) A Motivational Checklist 12) Developing personal plans
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