PROFESSIONAL DEVELOPMENT TRAINING

016 299 1479

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1.0 DAY COURSE

# Motivating Employees

"*Motivation is the art of getting people to do what you want them to do because they want to do it.*" --Dwight D. Eisenhower

**Learning how to motivate your staff professionally and with maturity and respect will help you to create a more productive, stable and effective team.**

**Employee Motivation is vital in any work environment. Employees who feel they are recognized for the work they do are more motivated, responsible, and productive.**

**The PD Training Employee Motivation Training Course provides skill development in the various methods of staff motivation such as the object-oriented theory, the expectancy theory, goal setting and using individualized motivators.**

**This fun, high-energy training course is available in Kuala Lumpur and Malaysia.**

**This Motivating Employees training course can be delivered at your premises by one of our expert local or international trainers or live online using our HIVE technology.**

**Contact us today for a quote or enroll now into the next public course date.**

## What You'll Gain:

Employee Motivation is becoming ever more important in the workplace and everyone agrees that a motivated workforce is far more likely to be a successful workforce. The happier and more professional an employee is, the better the results they will deliver for you. Of course, every employer wants to make sure that they have a workforce who will do their best, but this does not simply mean making the job easy for their employees. In fact, part of the problem of motivation is that where the job is too easy, employees become complacent.

There is therefore a challenge for all employers and management in delivering the right balance between a confident, motivated workforce and a workforce which is driven to attain goals.

It can be described as a mix between the pleasure of a comfortable working environment and the fear of failure, although in honesty it is more complicated than that equation suggests. Regardless of how it is characterized, it is important to get the right balance in

order to ensure that you have a motivated workforce. This Employee Motivation course is designed to show participants the way to get the best out of a confident, motivated set of employees, and to show them how to motivate that group.

# Outcomes

- Explain motivation
- Apply effective methods of staff motivation
- Interpret and discuss the psychological theories behind employee motivation
- Develop plans for more effective team motivation including making allowances for different personality types
- Set clear & defined goals as part of the motivation process
- Identify specific challenges of workplace motivation & learn how to address them

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# Modules

### Lesson 1: Getting Started
- Workshop Objectives
- Pre-Assignment Review

### Lesson 2: A Psychological Approach
- Herzberg's Theory of Motivation
- Maslow's Hierarchy of Needs
- The Two Models of Motivation

### Lesson 3: Object-Oriented Theory
- The Carrot
- The Whip
- The Plant

### Lesson 4: Using Reinforcement Theory
- A History of Reinforcement Theory
- Understanding the Three Factors
- Using the Three Factors to Motivate in your Workplace

### Lesson 5: Using Expectancy Theory
- A History of Expectancy Theory
- Understanding the Three Factors
- Using the Three Factors to Motivate in your Workplace

### Lesson 6: Personality's Role in Motivation
- Identifying your Personality Type
- Identifying others' Personality Type
- Motivators by Personality Type

### Lesson 7: Setting Goals
- Goals and Motivation
- Setting SMART Goals
- Evaluating and Adapting

### Lesson 8: A Personal Toolbox
- Building your own Motivational Plan
- Encouraging Growth and Development
- Getting Others to see the Glass Half-Full

### Lesson 9: Motivation on the Job

- The Key Factors
- Creating a Motivational Organization
- Creating a Motivational Job

### Lesson 10: Addressing Specific Morale Issues

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

### Lesson 11: Keeping Yourself Motivated

- Identifying Personal Motivators
- Maximizing your Motivators
- Evaluating and Adapting

### Lesson 12: Wrapping Up

- Words from the Wise
- Action Plans and Evaluations

**Talk to our expert team**

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