

Employee Motivation Workshop

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. Regardless of how it is characterized, it is important to get the right balance in order to ensure that you have a motivated workforce.

The Employee Motivation workshop will give participants several types of tools to become a great motivator, including goal setting and influencing skills. Participants will also learn about five of the most popular motivational models, and how to bring them together to create a custom program.

Workshop Objectives:

- Defining motivation, an employer's role in it and how the employee can play a part
- Identifying the importance of Employee Motivation
- Identifying methods of Employee Motivation
- Describing the theories which pertain to Employee Motivation – with particular reference to psychology
- Identifying personality types and how they fit into a plan for Employee Motivation.
- Setting clear and defined goals.
- Identifying specific issues in the field, and addressing these issues and how to maintain this going forward.



1. Module Two: A Psychological Approach
 - a. Herzberg's Theory of Motivation
 - b. Maslow's Hierarchy of Needs
 - c. The Two Models and Motivation
2. Module Three: Object-Oriented Theory
 - a. The Carrot
 - b. The Whip
 - c. The Plant
3. Module Four: Using Reinforcement Theory
 - a. A History of Reinforcement Theory
 - b. Behavior Modification in Four Steps
 - c. Appropriate Uses in the Workplace
4. Module Five: Using Expectancy Theory
 - a. A History of Expectancy Theory
 - b. Understanding the Three Factors
 - c. Using the Three Factors to Motivate in the Workplace
5. Module Six: Personality's Role in Motivation
 - a. Identifying Your Personality Type
 - b. Identifying Others' Personality Type
 - c. Motivators by Personality Type
6. Module Seven: Setting Goals
 - a. Goals and Motivation
 - b. Setting SMART Goal
 - c. Evaluating and Adapting
7. Module Eight: A Personal Toolbox
 - a. Building Your Own Motivational Plan
 - b. Encouraging Growth and Development
 - c. Getting Others to See the Glass Half-Full
8. Module Nine: Motivation on the Job
 - a. The Key Factors
 - b. Creating a Motivational Organization
 - c. Creating a Motivational Job
9. Module Ten: Addressing Specific Morale Issues
 - a. Dealing with Individual Morale Problems
 - b. Addressing Team Morale
 - c. What to Do When the Whole Company is De-Motivated
10. Module Eleven: Keeping Yourself Motivated
 - a. Identifying Personal Motivators
 - b. Maximizing Your Motivators
 - c. Evaluating and Adapting