



Keeping Your Workforce Engaged

Course Overview

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

Recommended for: Managers and supervisors

Format: Instructor-led

Duration: One-day

Learning Objectives

- Identify motivation
- Describe motivational theories and how to apply them
- Learn when to use different motivators
- Create a motivational climate
- Design a motivating job



Course Outline

Unit 1: Managing and Motivating Others

What Is Motivation?

Understanding Three Types of Motivators

Unit 2: Theories about Motivation

Maslow's Hierarchy of Needs

Herzberg's Dual Structure Theory

Pre-Assignment Review

Unit 3: Setting Goals

Setting Goals with SPIRIT

Goal Setting and Goal Getting!

Unit 4: Understanding the Role of Personal Values

Personal Values at Work

Identifying Your Core Values

Unit 5: Creating a Motivational Climate

Understanding Basic Concepts of Reinforcement Theory

Using the Expectancy Theory

Using McClelland's Needs Theory

Applying Your Skills

Unit 6: Designing Motivating Jobs

Designing My Job

Ways to Fulfill the 5 Characteristics of Motivating Jobs

Ten Tips to Create a Motivational Climate



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