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Motivation is key to any successful people management role. If you can encourage, persuade or develop your people in such ways as to improve their effectiveness, then the role of manager is seen as successful.

Increasingly, as managers have to be super professionals in addition to their managerial responsibilities, it is even more important that motivation is achieved.

All of this is covered in depth on our Staff Motivation training.

Course Objectives

After attending our Staff Motivation training, managers will be able to:

- Understand the basics of traditional motivational techniques
- Identify the key motivating factors of their staff members
- Decide on methods for incentivising or disciplining their team

Introduction to Motivation

- Define Motivation
- Types of Motivation
- Maslow's Hierarchy of Needs
- Herzberg's Two Factor Theory
- McGregor’s Theory X and Theory Y
- PERMA Model

Using Reinforcement and Expectancy Theory

- Define Reinforcement Theory
- Behaviour Modification
- Appropriate Uses in the Workplace
- Define Expectancy Theory
- Understanding Three Factors
- Motivate Employees Using the Three Factors

Personality's Role in Motivation

- Identify your Personality Type

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Setting Goals

- Goals and Motivation
- Setting SMART Goals
- Evaluate and Adapt

A Personal Toolbox

- Build Own Motivational Plan
- Encourage Growth and Development

Motivation on the Job

- Key Factors
- Create a Motivational Organisation and Job
- Approaches to Motivate Employees

Address Specific Moral Issues

- Dealing with Individual Morale Problems
- Address Team Morale
- Tips and Tricks to Motivate De-Motivated Employees

Keep Yourself Motivated

- Identify Personal Motivators
- Maximise your Motivators
- Evaluate and Adapt

This staff motivation training course is designed to help managers develop their motivational techniques, by understanding what is required, what works and then implementing a personal action plan.