

Motivating Others

Introduction

This highly practical course explores the subject of motivation from the very beginnings of mankind to its effective use in 21st century business. It explores the mistakes of the industrial age, the 40's and 50's, the evolving science of management motivation techniques throughout the latter part of the 20th century, and provides solid, practical models to implement today.

By understanding what it is that motivates others, and by acknowledging that everybody is different, we can start creating a strategy to build a highly motivating and successful culture where all thrive on success.

As leaders we succeed when our people work hard because they want to!

Motivating and inspiring people is one of the key roles of the effective leader and these leaders generate more energy, enthusiasm and results than other.

Objectives

By the end of the course the participants will be able to:

- Explain what motivates and de-motivates people
- Explain why motivation is necessary
- Be able to describe a range of approaches to motivation whilst demonstrating an understanding of what are classed as motivators
- Apply a process to building and maintaining motivation levels
- Plan to motivate and develop their people
- List the ways to deal with change and its impact on motivation
- Identify and react positively to conflict to reduce demotivation
- Demonstrate the production of an action plan for increased productivity

Content

A sample of what is covered includes:

- The history of motivation, from building the pyramids to modern day
- What motivation is
- Definition of motivation
- Why can't we just employ self-motivated employees
- Why do we need to motivate?
- What motivates people?
- Cycle of motivation
- Motivation theories:
 - Maslow
 - Herzberg
 - McGregor

- Dean Spitzer
- Adams
- How to motivate people
- Team Motivation
- Mentoring and coaching for motivation
- Giving people responsibility
- Providing Support and Motivation
- Motivating in difficult circumstances

