



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

Overview

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. This course will give learners several types of tools to become a great motivator, including goal setting and influencing skills. Learners will also learn about five of the most popular motivational models, and how to bring them together to create a custom programme.

Who this course is for

This course is intended for employers, directors, managers, HR and personnel managers, department heads, team leaders or supervisors who are wishing to deliver the right balance between a confident, motivated workforce and a workforce which is driven to attain goals.

It will enable learners to achieve the right mix between the pleasure of a comfortable working environment and the fear of failure and show them the way to get the best out of a confident, motivated set of employees, and to show them how to motivate that group.

Course outline

- Topic 1: A Psychological Approach
- Topic 2: Object-Oriented Theory
- Topic 3: Using Reinforcement Theory
- Topic 4: Using Expectancy Theory
- Topic 5: Personality's Role in Motivation
- Topic 6: Setting Goals
- Topic 7: A Personal Toolbox
- Topic 8: Motivation on the Job
- Topic 9: Addressing Specific Morale Issues
- Topic 10: Keeping Yourself Motivated

By the end of this course, learners should be able to:

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

✓ Course Level	Short Course
✓ Course Hours	8 hours
✓ Course Standard Price	£85

Applies towards the following certificate(s) and award(s)

- Effective Managerial Skills Diploma
- HR Management Skills Diploma
- Leadership and Supervision Diploma
- Professional Certificate in HR

