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## Motivating Employees

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*"Motivation is the art of getting people to do what you want them to do because they want to do it."*

*Dwight 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 program.

### 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

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✓ **Course Level**

Short Course

✓ **Course Hours**

8 hours

✓ **Course Available as**

Classroom Learning  
Blended Learning  
Distance Learning  
Online Learning



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

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- 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