



Employee Motivation: Motivating Your Workforce

It's no secret. Employees who feel they are valued and recognized for the work they do are more motivated, responsible, and productive. This session will help supervisors and managers create a more dynamic, loyal, and energized workplace. It is designed specifically to help busy managers and supervisors understand what employees want, and to give them a starting point for creating champions.

This session will help you teach participants:

- What motivation is
- Common motivational theories and how to apply them
- About the carrot, the whip, and the plant
- How fear and desire affect employee motivation
- Ways to create a motivational climate and design a motivating job



Introduction and Course Overview

You will spend the first part of the day getting to know participants and discussing what will take place during the session. Participants will also have an opportunity to identify their personal learning objectives.

What is Motivation?

To begin, participants will explore motivation through a fun activity.

Supervising and Motivation

Next, we will look at three everyday objects that represent three approaches to motivation: the carrot, the whip, and the plant.

Motivational Theories

During this session, participants will explore Maslow's and Herzberg's theories of motivation.

Fear and Desire

For the pre-assignment, participants were asked to answer some personal questions about motivation. During this session, they will discuss their responses.

Setting Goals

Goal setting is an important part of motivation. This session will look at a SMART way of setting goals.



The Role of Values

During this session, participants will explore their feelings about various motivational factors.

Creating a Motivational Climate

This session will look at the reinforcement theory, also called the behavioral theory, of motivation.

Expectancy Theory

Next, participants will learn about the expectancy theory through a fun exercise and group discussion.

Applying Your Skills

During this session, participants will work on several motivational case studies.

Designing Motivating Jobs

This session will explore methods of designing (or redesigning) motivating jobs.

A Motivational Checklist

To wrap up the day, we will look at the ten things you can do to motivate employees on a daily basis.

Session Wrap-Up

At the end of the day, participants will have an opportunity to ask questions and fill out an action plan.