

Motivating for High Performance

Your employees are your most valuable asset. Motivating colleagues is an essential skill for the modern manager or supervisor. Its also one of the most difficult tasks as employee expectation rise and organizational resource become leaner. Understanding expectations and managing attitudes and behaviors will be explored in this 1-day workshop.

Hours: 8 a.m. – 4 p.m.

Length: 1 day

Course Objectives:

Participants will learn about:

- The traditional motivational theories and what they tell us.
- Their personal workplace expectations, and how their expectations can affect their attitude towards the workplace.
- The MARS model of behavioral conditioning.
- How to use their knowledge of workplace expectations in conjunction with the MARS model to create a motivating workplace.

Who Should Attend:

Supervisors, Managers, Executives and Human Resources staff.

Related Seminars:

- Essential Skills for the Modern Supervisor
- Developing Effective Listening Skills
- Coaching for Superior Performance.
- Building a Strategic Performance Management System



Seminar Content

Motivational Theories

- Why Motivation is Important
- General Motivational Theories
- Maslow
- McClelland
- Herzberg
- Equity Theory
- Expectancy Theory
- Goal-setting

Understanding the Role of Attitudes and Expectations

- Managing Work Expectations
- Transforming Attitudes Profile
- Work Expectations
- Key Collaborative Techniques

Motivation, Behavior and Performance

- The MARS Model
- Motivation
- Ability
- Role Perceptions
- Situational Factors
- Reinforcement Theory
- Reinforcement Categories
- Positive Reinforcement
- Negative Reinforcement
- Punishment
- Extinction

- Schedules of Reinforcement
- Traditional Rewards
- Motivation Through Job Design
- Motivating Through Intrinsic Factors