



Motivating and Engaging Employees

OVERVIEW

Leadership has evolved over the years and today's work climate must include more two-way involvement and less one-way direction. It is about motivating and engaging people to act in a positive fashion by setting clear expectations. It is about using positive persuasion and getting people to want to learn how to do their jobs better. More succinctly, it is "getting them to want to do what you want them to do or letting them have it your way". This is the basis of how you engage people and become a credible and trusted leader.

In the modern era we also look to the leader to turn problem people around and to motivate them in order to ensure compliance and conformity to the rules. Leaders and their teams are expected to achieve more and more. It is imperative that the Leader develops their personal capabilities to bring out the best in their people in order to meet the high standards that the ever-changing work world presents. Today's leader must commit to acquiring the necessary people skills in order to build an environment where people behave in a responsible way.

LEARNING OBJECTIVES

Participants who complete this workshop will:

- Identify your current preferred leadership styles and motivational practices.
- Learn what makes a good motivator.
- Learn how to motivate individuals to willingly expend effort on a task.
- Develop a toolbox of motivational skills.
- Understand how to develop and influence others based on their own wants, needs and desires.
- Learn how to choose an appropriate leadership style based on the situation at hand.
- Recognize what are the factors that satisfy and those that don't.
- Learn the things that people want in the workplace from their own leaders and company.

COURSE OUTLINE

- Types of Motives based on Individual Style
- Motivation through Hierarchy of Needs / Maslow
- Motivation through Job Satisfaction / Herzberg
- Developing and Maintaining Job Satisfaction
- Persuasive Leadership
- Creating an engaged workforce
- Being the Leader that Others Will Follow
- Performance and Appropriate Behavior
- Progressive Discipline and Problem People
- Using Motives in Performance Discussions
- Developing Future Employees
- Dealing with Performance Issues and Discovery of Root Causes
- Individual Empowerment and Commitment Agreements