

There are three main issues that determine achievement in any organisation: direction, speed and sustaining the speed. Organisations spend a large amount of resources on direction and aligning their employees with that direction through mission and vision setting, work environment programs and performance management systems.

What remains is to help employees go as fast as possible for as long as possible. This is where individual motivation becomes of primary importance. Motivation is difficult to address organisation wide by a single program or philosophy because the individuals that comprise an organisation differ greatly as to what motivates them. One may be motivated by being paid fairly, while another wants challenges. Yet another needs recognition whilst another might need stretching goals

What makes a difference to the motivational level in organisations is when its managers are aware of the different motivation strategies so that they have a variety of methods to motivate their team members. As each person has individual motivation concerns, motivational strategies need to be tailored to the individual

- **This workshop is designed for frontline and middle managers as well as other employees wanting to motivate their teams**
- **One or two day versions. The two day version of this workshop has greater scope and depth.**
- **Includes supply of motivation assessments. The implications of the assessments will be discussed as a part of the workshop**
- **This workshop is highly interactive, has role playing, discussion, video, assessments, templates with high take home value**
- **Each participant receives a comprehensive manual of our normal highest quality material**

The program

- **Informal and formal rewards** – why you need both.
- **No cost recognition** – why some of the best rewards don't cost \$\$
- **How to recognise someone effectively** – 6 things to keep in mind to make recognition work
- **Hierarchy of needs motivation** – Borrowed from the world of psychology, there is a hierarchy of needs that affects a person's motivation. A person cannot be motivated by "higher order" needs when "lower order" needs remain unsatisfied.
- **Satisfiers and dissatisfiers** – Studies into organisations shows that there are two categories of motivation factors that exist in a workplace – one category that cannot motivate (only demotivate by their absence) and a second category that can motivate by their presence
- **Goal setting** – Learn what conditions make goal setting work and why it often doesn't work
- **Equity** – Every person is motivated (or demotivated) by their sense of fairness in the organisation. If they feel that what they get from the organisation is not the same as another who contributed the same, they will be demotivated. There are different solutions to these apparent inequities
- **Expectancy** – Probably the easiest framework to use with an individual, this asks a person three questions – Will the person achieve more if they work harder, Are rewards attached to achieving more and do they value the rewards given.
- **Job design** – The tasks involved with each person's role are inherently motivating or demotivating to them. There are three main responses to tweak a person's role to cater for this
- **Learn how to do a motivational profile**