Providing Quality and
Professional Training Since 1984

Motivating for Results

Date: 15 November 2020 - 19 November 2020
Course ID: ADDO101/2020
Duration: 5 Days
Fee US$ - VAT is not included: 3200 US$
Venue: Muscat / Oman
Category: Leadership, Management and Marketing, Strategy, HR and Soft Skills

Introduction:

This Workshop offers an extensive training on Motivation to get best results using the most effective Tools of the 21st Century.

Motivation is a key to any successful people management role. If you can encourage, persuade or develop your people in such ways as to improve their effectiveness, then the role of manager is seen as successful. Increasingly, as managers have to be super professionals in addition to their managerial responsibilities, it is even more important that motivation is achieved.

Through the trainer's expertise and practical knowledge, you will be able to define the key concepts associated with employee motivation and you will be able to:

• Explain the role of motivation in the workplace

• Describe four needs theories of motivation and what motivates individuals

• Describe three process theories of motivation, why individuals behave in a certain way and how motivation is stimulated and maintained.

Objectives:

• Effective Motivation Tools and Techniques

• Motivation Theories and How to Apply Them.

• Persuading and Influencing

• Management and Motivation

• Personality and Motivation

• Culture and Motivation

• Values and Motivation

• Passion and Attitudes

• Emotional Intelligence

Who should attend:

Middle Management

Daily Outlines:

Day One:

• Understand The Role of Employee Motivation Within The Organization

• What is Motivation

• Benefits to the Manager

• Benefits to the Organization

• Learn About Needs Theories of Motivation

• Hierarchy of Needs

• ERG Theory

• Two Factor Theory

• Achievement, Power and Affiliation

• Learn About Process Theories of Motivation

• Equity

• Expectancy

• Goal Setting

Day Two:

• Herzberg's Theory Of Motivation

• Maslow's Hierarchy of Needs

• The Two Models and Motivation

• The Carrot

• The Whip

• The Plant

• History of Reinforcement Theory

• Behavior Modification in Four Steps

• Appropriate Uses in the Workplace

• A History of Expectancy Theory

• Understanding the Three Factors

• Using the Three Factors to Motivate in the Workplace

• Personality's Role in Motivation

• Identifying Your Personality Type

• Identifying Others" Personality Type

• Motivators by Personality Type

Day Three:

• Goals and Motivation

• Setting SMART Goal

• Evaluating and Adapting

• A Personal Toolbox

• Building Your Own Motivational Plan

• Encouraging Growth and Development

• Getting Others to See the Glass Half-Full

• Motivation On the Job

Day Four:

• The Key Factors

• Creating a Motivational Organization

• Creating a Motivational Job

• Addressing Specific Morale Issues

• Dealing with Individual Morale Problems

• Diversity and Motivation

• Empowerment and Delegation

Day Five:

• Addressing Team Morale

• What To Do When the Whole Company is De-Motivated

• Keeping Yourself Motivated

• Identifying Personal Motivators

• Maximizing Your Motivators

• Evaluating and Adapting

• Emotional Intelligence