



# COLLEGE AFRICA GROUP

Discover your Potential

MICT SETA accredited ACC/2011/07/066 Est. October 2003

## **College Africa Group - Motivation Training: Motivating Your Workforce**

It's no secret that employees who feel they are valued and recognised for the work they do are more motivated, responsible, and productive. This one-day workshop will help supervisors and managers create a more dynamic, loyal, and energised 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 workshop will teach participants how to:

- Identify what motivation is
- Describe common motivational theories and how to apply them
- Learn when to use different kinds of motivators
- Create a motivational climate
- Design a motivating job

### **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. They will also review their pre-assignment.

### **Setting Goals**

Goal setting is an important part of motivation. This session will look at the SPIRIT acronym for setting goals.

### **The Role of Values**

During this session, participants will identify their personal values, which will help them understand their motivators.

### **Creating a Motivational Climate**

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

Expectancy theory and McClelland's needs theory will also be discussed.

### **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. We will also share the ten things you can do to motivate employees on a daily basis.

### **Contact**

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