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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.

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