

MOTIVATION

OVERVIEW

Why does it happen so often? You have just made a substantial investment in the recruitment, selection and training of a new staff member. He or she starts work. And before you know where you are the quality and quantity of the business contribution which you are looking for falls away. You are left with a reduced focus and a diminished commitment.

Sound familiar? There are many reasons for this phenomenon but most can be summed up with the single word: "Motivation".

What is Motivation? Simply put, people are motivated when they WANT to do something. We often draw a distinction between the ability to do something (or the CAN), and the desire to do something (or the WANT). Plenty of people have the CAN but somehow they lose the WANT.

What motivates people – what makes them tick – is something for which every manager should have a feel. This program is concerned with why and how people do or don't do things and importantly, how to change the status quo so that your people are always contributing 110%.

AIM

The aim of the Motivation program is to improve participants' understanding of what actually motivates people and the practical things which managers can do to improve the level of motivation in the workplace.

LEARNING OUTCOMES

At the end of the program participants will:

1. Understand the concept of motivation and what it means for people on the job.
2. Understand the challenge of your own self motivation and what to do about it.
3. Be familiar with workplace motivators and demotivators. Recognise these and know how to use the information.

4. Know what it is that motivates others and be able to use practical motivation strategies in the workplace.
5. Be confident in actually using this new knowledge on the job.

PROGRAM CONTENT

The program is structured around the following key elements:

- Understanding the theory and principles behind the concept of motivation.
- The use of practical case studies of good and bad motivational situations drawn from general case work files and specific cases contributed by participants.
- Identifying, reviewing and selecting appropriate motivational strategies for application in the workplace.

Every effort is made to tailor the precise program content to reflect the major needs and interests of individual participants and client organisations.

The program uses a blend of classroom sessions, interactive group work and experiential learning activities.

EVALUATION

Participants themselves are always invited to provide their responses to the program which provides an indication of participant "comfort level". However, over time the only real determinant of program success is the extent to which the program may be seen to have impacted upon participant performance.

Our approach is to provide the participant, or a nominated manager or supervisor, with an evaluation instrument for completion several weeks after conclusion of the program. This is essentially an in-house tool for use by the client.

However, we encourage organisations to return a copy of the instrument for use in the future review,

development and general improvement of the program.

DURATION

The program is designed for one full day (eight hours) duration. However, shorter and longer versions have been presented successfully to meet particular organisational needs.