

SSM 110: Managing and Motivating Towards Excellence: Skills, Competencies, Traits & Techniques

Introduction

It's no secret. Employees who feel they are valued and recognized for the work they do are more motivated, responsible, and productive. This course helps supervisors and managers create a more dynamic, loyal, and energized workplace. This course is designed specifically to help busy managers and supervisors understand what employees want and to provide them with a starting point for creating champions.

Who should attend?

Executives, managers, existing leaders and aspiring leaders who want to learn a framework from which to assess and develop effective motivation strategies that will help you maintain an ongoing high performance level from yourself and your employees.

Personal Impact

- How to identify what motivation is
- Learn about common motivational theories and how to apply them
- Learn when to use the carrot, the whip, and the plant
- Discover how fear and desire affect employee motivation
- Explore ways to create a motivational climate and design a motivating job

Course Outline

What is Motivation?

- Supervising and Motivation
- Fear and Desire
- Setting Goals
- The Role of Values

Creating a Motivational Climate

A Look at Yourself

- Learn to assess your own motivations to produce stronger and more sustainable business results
- Increase your ability to influence others and drive strategy
- Acquire keys to sustainable personal motivation and increase your happiness quotient, and the results you produce

- Remove blocks that prevent your own motivation
- Increase your ability to recognize your own patterns and dynamics to aid in building and sustaining your own high-performance

Motivation Theories and Their Relevance Today

- Learn four key motivation theories that drive employee motivation and empower employees to work at their peak
- Apply work environment tested core theories to guidelines, and leverage your ability to motivate employees
- Learn to create a motivational work environment where everyone thrives
- Maintain positive relationships under challenging and difficult circumstances

Skills, Tools, and Techniques to Motivate Employees

- Acquire powerful tools for managing and motivating professional relationships
- Develop skills to build a motivating environment where employees motivate themselves
- Increase your effectiveness at applying techniques to lead to great motivation that's contagious throughout the organization
- Learn to employ motivational strategies and be less reactive under demanding circumstances
- Develop more creativity, synergy, and innovative conversations by utilizing core motivation techniques

Expectancy Theory

Applying Your Skills

A Motivational Checklist