

## MOTIVATING EMPLOYEES

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How to  
motivate  
people at work



**COURSE LENGTH: 1.0 DAYS**

Employee Motivation in Singapore is vital in any work environment, because motivated employees, who feel they are being recognized for the work they are doing, are more creative, responsible, productive and much more likely to stay employed with the organization.

The PD Training Employee Motivation Training Course provides you with the skills development in the various methods of staff motivation such as the object-oriented theory, the expectancy theory, goal setting, assessing personality types and using individualized motivators to create a group of highly motivated staff.

Types of individual and team motivators can vary from culture to culture, so PD Training uses local trainers with localized knowledge in this area to assure the best outcome for attendees.

This fun, high-energy Motivating Employees training course can be delivered at your premises anywhere in Singapore by one of our expert local or international trainers or via our publicly scheduled courses.

Contact us today for a group quote.

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## MOTIVATING EMPLOYEES COURSE OUTLINE

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### FOREWORD

*"Motivation is the art of getting people to do what you want them to do because they want to do it." --*

Dwight D. Eisenhower

Learning how to motivate your staff professionally, with maturity and respect, will help you to create a more productive, stable and effective team. Highly motivated staff are usually more creative and open to new ideas and opportunities.

Employee Motivation is becoming ever more important in the Singaporean workplace, and everyone agrees that a motivated workforce is far more likely to be a successful workforce. The happier and more professional an employee is, the better the results they will deliver for you. However, part of the challenge with implementing motivation strategies is when a job or task is made too easy, employees can become complacent.

Regardless of how it is characterized, it is important to get the right balance in order to ensure that you have a motivated workforce. This Employee Motivation course is designed to teach participants how to create and get the best out of a confident, motivated group of employees.

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### OUTCOMES

**After Completing this Course Participants will Have Learned to:**

- Explain motivation
  - Apply effective methods of staff motivation
  - Interpret and discuss the psychological theories behind employee motivation
  - Develop plans for more effective team motivation
  - Understanding and making allowances for different personality types
  - Set clear & defined goals as part of the motivation process
  - Identify specific challenges to workplace motivation & learn how to address them
  - What to do when staff are demotivated
  - Keeping yourself motivated
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### MODULES

#### Lesson 1: Getting Started

- Workshop Objectives
- Pre-Assignment Review

#### Lesson 2: A Psychological Approach

- Herzberg's Theory of Motivation
- Maslow's Hierarchy of Needs
- The Two Models of Motivation

#### Lesson 3: Object-Oriented Theory

#### Lesson 4: Using Reinforcement Theory

- The Carrot
- The Whip
- The Plant

- A History of Reinforcement Theory
- Understanding the Three Factors
- Using the Three Factors to Motivate in your Workplace

#### **Lesson 5: Using Expectancy Theory**

- A History of Expectancy Theory
- Understanding the Three Factors
- Using the Three Factors to Motivate in your Workplace

#### **Lesson 6: Personality's Role in Motivation**

- Identifying your Personality Type
- Identifying others' Personality Type
- Motivators by Personality Type

#### **Lesson 7: Setting Goals**

- Goals and Motivation
- Setting SMART Goals
- Evaluating and Adapting

#### **Lesson 8: A Personal Toolbox**

- Building your own Motivational Plan
- Encouraging Growth and Development
- Getting Others to see the Glass Half-Full

#### **Lesson 9: Motivation on the Job**

- The Key Factors
- Creating a Motivational Organisation
- Creating a Motivational Job

#### **Lesson 10: Addressing Specific Morale Issues**

- Dealing with Individual Morale Problems
- Addressing Team Morale
- What to do when the Whole Company is De-Motivated

#### **Lesson 11: Keeping Yourself Motivated**

- Identifying Personal Motivators
- Maximising your Motivators
- Evaluating and Adapting

#### **Lesson 12: Wrapping Up**

- Words from the Wise
- Action Plans and Evaluations

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## **WEB LINKS**

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- [View this course online](#)
- [In-house Training Instant Quote](#)