

## Motivation and engagement – for managers

*A unique 'flexinar' programme*

Motivation is a key factor in successful team work and performance. Post-Covid, managers may well be faced with a range of motivation issues and challenges as people remain anxious and stressed (well-being issues), as well as less motivated about their work and environment (management issues).

Motivation involves engaging and developing people as well as creating the right environment in which everyone can flourish and feel engaged.

This virtual classroom offers a good balance of learning to choose from. It relies on participants using the activities presented, and the group chat, to apply ideas and learning to their personal experiences.

### Learning objectives

- Identify key motivating factors at work
- Learn and create ideas to support staff motivation and engagement
- Discover some different tools, models and approaches for motivation and engagement
- Learn a conversation tool to use for a challenging discussion

### Format

A uniquely flexible virtual classroom session.

Design your own programme: focus on 'how to' topics, on tools and models, or best practice techniques and new ideas. Or pick 'n' mix as you prefer. Choose one numbered topic for a 45-minute session, two for 60 minutes, three for 90 minutes. If you want more topics, give us a call and we'll discuss the best way of structuring the session for you.

The 'Introduction' and 'Action planning' sessions come as standard to help participants identify what they need to do differently to improve their personal effectiveness.

'Flexinar' menu – **choose any three of the ten numbered items** to create your ideal programme.

(The 'Introduction' and 'Action planning' sessions come as standard, whatever the session length.)

### Introduction

- Thinking about our personal challenges
- Learning objectives

### 'How to' topics

- 1 What is motivation? How to spot the signs of motivated and not-so-motivated team members
- 2 Four kinds of motivation: intrinsic and extrinsic, positive and negative
- 3 Effective, meaningful engagement

### Tools and models

- 4 Herzberg's motivation model
- 5 Skill / Will
- 6 Commitment v compliance model
- 7 DEAL (a conversation tool)

### Best practice techniques, tips and new ideas

- 8 Checklist for a manager's motivation plan
- 9 Motivation approaches: ideas for action (tips and guidance)
- 10 'The 3 precursors': input and a thought-stimulator on motivation using Dan Pink's latest evidence-based research

### Action planning

- Review
- Personal action planning