

MOTIVATION

How to engage our people



OVERVIEW

In a challenging, competitive and ever-changing world, it's vital that our people are motivated to work hard and use their talents and abilities to make the best contribution to the organisation they work for.

Disengaged and passive team members are likely to do the minimum they feel is acceptable, and they may become toxic, affecting others with their negative influence.

If we don't pay attention to levels of motivation and engagement, we run the risk of

a loss in competitiveness and profits.

In this interactive and engaging workshop, participants will have the opportunity to discuss what works and how they can apply this in practice.

WHAT'S IN IT FOR YOU?

- Learn how to create a motivational and engaging work environment
- Develop a curiosity for how people think and work
- Discover the range of behavioral and communication styles
- Appreciate the effect of team dynamics as it changes and evolves

WORKSHOP OUTLINE

(Full-day version, 9.30 – 5.00)

1 What's important to you?

- When have you been happy at work?
- When have you been unhappy at work?
- How do you want to be managed?
- What motivates you when you're working?

2 What does key research and experience tell us?

- Key theories for people motivation
- Understanding core motivators
- Applying it in practice

3 Knowing individuals in your team

- Showing genuine curiosity
- Understanding and appreciating different work preferences
- Getting the best out of people

4 Understanding behavioural and communication styles

- What can you learn about your own style?
- Recognising other people's styles
- Adapting your approach accordingly

5 Engaging your team

- Understanding Tuckman's team stages
- Where is your team presently?
- Adapting your approach to help motivate at the right moment

6 Actions and next steps

- Review
- Personal action planning
- Next steps