




**Living Mastery**

 29 Mile Downe Manor, French Lane, Morningside, 2196

 +27 73 149 6414

 [info@livingmastery.co.za](mailto:info@livingmastery.co.za)

 [www.livingmastery.co.za](http://www.livingmastery.co.za)

## Motivating Your Workforce

Duration: 1 day

Improving and sustaining high performance amongst the organisation's employees is critical to the success of leaders and managers. Performance can be explained as the sum of one's motivation and their technical, strategic and interpersonal ability. As a leader or manager, it is therefore important that you create an environment that supports the motivation of your employee. In order to do that, you need to develop an understanding of Motivation and how to effectively leverage this in order to meet your organisation's goals.

### Learning outcomes:

After this workshop, you will understand:

- The 'individuality' and intrinsic nature of employee motivation
- The needs that drive employees and influence their motivation and behaviour
- How employees' expectations influence their motivation and behaviour
- Opportunities to influence intrinsic motivation
- The critical design elements of your organisation's extrinsic motivators (e.g. pay, rewards, goal setting, performance assessment processes etc) and 'hygiene factors'

### Topics covered in this course:

#### Module 1: Introduction to Motivation

- ❖ What is Motivation
- ❖ Approaches to motivation

#### Module 2: Theories of Motivation

- ❖ Overview of all theories
- ❖ Maslow's Motivation Theory
- ❖ Herzberg's Motivation Theory

### **Module 3: Introducing Motivational Maps**

- ❖ What is Motivational Maps
- ❖ Unpacking the key motivations in Motivational Maps
- ❖ Motivational Maps and Intrinsic motivators
- ❖ Motivational Maps and Team motivators

### **Module 4: Unpacking Your Motivations**

- ❖ Reviewing your Motivational Map report
- ❖ Understanding your key motivations

### **Module 5: Motivational Maps and Extrinsic Motivators**

- ❖ Motivational Maps and Reward Strategies
  - ❖ Motivational Maps and HR Selection Strategies
  - ❖ Motivational Maps and Performance Management
- Motivational Maps and Communication