Motivating and Recognizing Employees

Part One: Motivating Employees

What motivates you to get out of bed to come to work each day? Companies and managers have learned that it's probably something more than just the thought of collecting a paycheck at the end of the week. In this program, we'll explore how changes in society and the workplace--and the nature of jobs themselves--have caused us to re-think the drivers that motivate us day in and day out.

Using a historical progression of jobs – agrarian, industrial, technological – we'll look at how companies are re-wiring their internal systems to tap-in to the very essence of what it takes to motivate employees in today's economy.

Part Two: Recognizing Employees

Study after study tells us that employees need "pats on the back" and "attaboys" for motivation. And as managers, we often fall short of their expectations. After considering what's possible in Part One of this program, we return to a more practical application of giving positive recognition to employees – complete with tools and practice sessions.

PROGRAM OBJECTIVES:

- Understand what motivates employees, including yourself
- Identify your five key motivators
- Recognize the impact of extrinsic vs. intrinsic rewards
- Explore new motivation opportunities made possible by the new economy
- Understand the importance of regular, informal positive feedback
- Give effective informal positive feedback

PROGRAM LENGTH:

90 minutes (Overview Session)   OR
Half Day (includes Practice Sessions and Exercises)

TARGET AUDIENCE:

This program is designed for professionals interested in their career and personal development. It is most appropriate for those who manage others, but can be re-positioned to include individual contributors. It is appropriate for any function or level and can be tailored to target the specific needs of your group.