
Motivating and Engaging Your Team

OVERVIEW

Most leaders know that at the heart of every productive and successful business lies a thriving organizational culture – an environment where hard working people collaborate intensely and passionately to produce great results. Because this culture is difficult to achieve and replicate, it’s also seen as a critical lever of sustainable competitive advantage. Most leaders recognize “keeping people engaged, motivated and committed” as a critical part of their function.

However, most leaders will also tell you that motivating employees and keeping them engaged isn’t so easy a task. Many factors influence an individual’s motivation ranging from day-to-day tasks, right through to the working styles of colleagues. What is motivating for one can be de-motivating for others.

This program equips leaders with:

- an in-depth understanding of employee engagement and why it’s important to an organization’s performance,
- insight into how engaged they are personally, and what they can do to enhance their own engagement
- a tool kit, process, and techniques for facilitating effective individual engagement reviews with staff.

Target Audience

Frontline to senior leaders who want to motivate their staff and drive not only better employee performance, but also higher levels of employee satisfaction and success.

Format

One day facilitated workshop including:

- A personal motivation assessment as pre-work
 - Inspirational content
 - Participative methods
 - Experiential scenarios
 - Role-play based applications
 - Post-program action learning project.
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Learning outcomes

Participants leave the workshop being able to:

- Effectively conduct individual engagement reviews.
- Lead staff with a more motivating leadership style.
- Drive higher levels of performance, satisfaction and success with their staff.

Rolled out across the leadership group of an organization, this program creates a shared ownership model for improving employee engagement. A model where individual contributors and leaders both take responsibility for improving engagement within themselves, their colleagues and the company.

Role Facets

Interpersonal Interaction
Intellectual Stimulation
Employment Flexibility
Customer Interaction
Systems & Processes
Decision Making
Contribution
Technology
Importance
Influence
Finance
Protect
Design
Variety
Pace

Team Facets

Virtual
Creative
Rotating
Dynamic
Specialist
Organised
Camaraderie
Collaboration
Quality-Focused
Achievement-Oriented



Manager Facets

Performance-Focused
People-Focused
Decisiveness
Empowering
Networker
Mentoring
Directive
Adaptive
Inclusive
Inspiring

Organisation Facets

Noble
Innovative
Conventional
Entrepreneurial
Thought Leader
Employee-Centric
Efficiency-Focused
Enjoyment-Focused
Social Responsibility
Development-Focused