

„Motivating the employees and the co-workers”

Course description:

The first part of this training involves issues related to personality, temperament and individual differences. Next, the participants learn methods allowing them to diagnose the needs of employees. The training also gives the knowledge about setting the goals, and how to use discontent in everyday work. The participants learn the practical rules for motivating employees through promotion and the wage system.

Acquired skills:

- learning the most important types of motivation that affect human activity
- ability of individual approach towards colleagues and awaken their motivation
- ability to use techniques that motivate the employees depending on the company's corporate culture, social and economic conditions

Training program:

1. Manager, boss, leader

- Self-assessment of employee motivation style
- Motivators which act on each participant in different situations
- Qualities of a good boss / manager that help to motivate the employees
- What is charisma, and do you have to be born with it?
- How to talk to people so that they will listen to us?
- How to praise and express criticism?

2. Employees

- \ "Personality \ " types of employees and effective motivators for each of them
- Analysis of difficult situations with employees and attempt to solve them – exercises in pairs
- Difficult employees – how to motivate them to work

- Getting and keeping good employees in the company
- Identifying the needs of employees and getting knowledge about them as a key to motivation

3. Motivation process

- What is motivation?
- What is the effect of the triad: emotions - thought - action?
- Way of communication that affects motivation
- How to motivate the group of employees and how to motivate individual person?
- Skilful presentation of the future visions for workers
- Non-wage motivators that can be used at work immediately
- How to carry out an assessment of employees?
- Changes

Methodology:

During the training we use the following training methods:

- Power Point mini lecture
- team games and group work
- open discussion
- role plays
- working with the video camera and analysis of the obtained information
- mini training films

Organizational information:

Number of training hours: 12 hours / 2days

Time of training 9:15-15:15

Place of training: Łódź, Piotrkowska 125 – KM Studio - trainings