

Building A Motivated Team

Duration: 5 Days

Language: en

Course Code: MG2-169

Objective

Upon completion of this course, participants will be able to:

- Understand the importance of a motivated team within the workplace.
- Evaluate each team member and recognise their personal motivations for maximising performance.
- Examine the team as a whole and align personal motivations with one another to create a united team.
- Identify factors that can demotivate team members and eliminate these from the environment.
- Assess external and internal influences in maintaining a flexible team.
- Prioritise effective communication amongst the team and remove any barriers negatively impacting communication.
- Utilise various methods to measure team performance and reassess existing motivational tactics.

Audience

This course is designed for anyone in education who is responsible for managing a team. It would be most beneficial for:

- Operations Managers
- Project Managers
- HR Personnel
- Heads of Department
- Headteachers
- Management Analyst
- Chief Academic Officers

Training Methodology

This course uses a variety of adult learning styles to aid full understanding and comprehension. Participants will review case studies of established educational institutes to highlight motivation methods and how these improve team productivity.
They will combine various learning methods, including presentations, group discussions, and role-playing activities. These will encourage a full and comprehensive understanding of the taught content and related skills. Furthermore, the participants will work together to engage in various tasks to demonstrate their learned skills and provide each other with constructive feedback.

Summary

For any organisation to succeed, the employees must want to work and feel motivated to complete their roles. This certainly holds true for the education sector. Education can be an extremely demanding career, and those involved often need significant motivation to maximise their productivity.
Motivation is often misunderstood as a simple concept, but that is certainly not true. To truly motivate them, there must be a strong understanding of that individual's traits, wants, and dislikes. For any attempt at motivation to be successful, one would need to utilise this knowledge and implement rewards and incentives that apply to these wants.
Motivation needs to apply to both individuals and teams as a whole. Motivating a team can be more complicated as there are various people to consider, all with unique personal motivations. To engage with these, a strong focus must be on communication and building a safe working environment. Teams are much more likely to push through challenges when engaging in open communication with each other and with management.

Course Content & Outline

Section 1: Introduction to Motivation

- Defining what motivation is and why it is necessary in the workplace.
- Understanding different concepts and principles surrounding motivation.
- Exploring various motivators and demotivators and how they contribute to a team member's efficiency.
- Investigating modern theories of motivation – Acquired Needs, Glasser's Choice, and Sirota's Three-Factor theory.
- Examining an individual's personal motivations and how their work is influenced.

Section 2: Communication

- How the style of communication can motivate or demotivate a team.
- Evaluating the use of language, tone, and body language to convey a specific message.
- Using a powerful voice to motivate individuals or a team.
- Building friendships and positive relationships through language and communication.
- Providing constructive feedback in a motivational way.

Section 3: Creating a Motivational Working Environment

- Recognising what external and internal factors can influence the working environment.
- Establishing positive relationships with individuals and throughout the team to

encourage open communication and trust.
- Identifying tension between team members and dissipating conflict before it impacts productivity.
- Ensuring equality and understanding throughout.

Section 4: Methods of Motivation

- Various methods of motivation and their advantages and disadvantages.
- Implementing different motivation methods and aligning them with one another.
- Providing rewards and incentives to encourage outstanding work.
- Organising regular events and activities to ensure full productivity and attendance from team members.
- Offering group training sessions or 1-to-1's to encourage skill development.

Section 5: Measuring Performance

- The importance of regularly measuring performance.
- Different methods for measuring performance – Self-evaluations, peer reviews and numeric rating scales.
- Analysing performance results and comparing them to the use of different motivation techniques.
- Adjusting motivation techniques and foregoing those irrelevant or possibly detrimental.

Certificate Description

Upon successful completion of this training course, delegates will be awarded a Holistique Training Certificate of Completion. For those who attend and complete the online training course, a Holistique Training e-Certificate will be provided.

Holistique Training Certificates are accredited by the British Assessment Council (BAC) and The CPD Certification Service (CPD), and are certified under ISO 9001, ISO 21001, and ISO 29993 standards.

CPD credits for this course are granted by our Certificates and will be reflected on the Holistique Training Certificate of Completion. In accordance with the standards of The CPD Certification Service, one CPD credit is awarded per hour of course attendance. A maximum of 50 CPD credits can be claimed for any single course we currently offer.

Categories

Human Resources Management (HRM), Management & Leadership

Tags

Team Building, Collaboration, Coordination

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