

# Motivating Team Members

## Why can't I seem to motivate my team?

The answer is complex and simple at the same time, and the solution is unique for each team member.

Can one directly motivate another individual, or do we motivate ourselves? Can a leader influence the surroundings to create a motivating atmosphere? Is what motivates one person the same as what motivates another?

**Motivating Team Members (MTM)** opens each leaders thinking about the answers to those, and other questions. It explores what motivation truly is and how it works. **MTM** explores how motivation is different for each individual. It helps leaders understand what they can do to create an improved work environment that will motivate members of their team.

**Motivating Team Members** helps leaders understand the complex idea of motivation. Most important, like all Vital Learning Supervision Series Curriculum modules, it is practical and helps leaders know what to do about motivating team members. It demonstrates to leaders what they can do to influence individual and team performance. It provides a clear, specific, and actionable plan of action for what to do once participants return to their job.

### Program Description

**Motivating Team Members** helps managers learn the four stages to influence a team member to perform a task, while creating a work environment that will motivate higher performance. Throughout the workshop managers and team leaders will participate in **reading, discussion, assessments, diagnostics, small group exercises and rehearsal modeling with real life situations, and facilitator coaching.** Managers leave the workshop with implementation tools, troubleshooting guides and additional resources to help them apply the skills they have learned on the job.

The 4-hour workshop is designed for 6-18 participants and includes the following:

- A Powerful Self-Assessment of Your Motivational Practices
- An Insightful Evaluation and Diagnostic of Your Self Assessment
- Practical Background on Theories of Motivation
- A Clear Plan of Action for Creating A Work Environment to Motivate Performance
- Skill Practice to Build Confidence and Competence

### Impact

**Managers and Team Leaders will be able to:**

**Determine** what motivates each team member to perform effectively

**Build** a more participative work environment to improve performance

**Develop** an improved work environment for each team member

**Improve** each team member's performance

## Course Materials

### Facilitator Guide

- Complete instructions on how to conduct the workshop
- Explanatory text for the trainer, sample trainer narrative, and facilitation notes.
- Facilitator Resource CD-ROM containing PowerPoint presentation
- Additional resources with reproducible pages from the facilitator guide
- Participant workbook content included

### Participant Workbook

- Reading and graphics to support cognitive learning
- Exercises, forms, and skill practice aids
- Job Aids section with tools and resources for applying the skills learned in the workshop.
- Memory Jogger Card providing a handy reminder of the workshop's skill points.

## About Vital Learning

Vital Learning's award winning programs have successfully helped organizations develop supervisors, leaders and front-line managers for over 20 years. We offer the most comprehensive and practical curriculum for building the management skill set required by 21<sup>st</sup> century managers.

Our customers tell us that our training really works because it enables the changes in management behavior that drive improved business results. Let Vital Learning help you take the first step toward creating successful managers and more productive and profitable teams.

**Motivating Team Member** participants have also benefited from other Supervision Series Curriculum modules including:

- *Essential Skills of Leadership* \*
- *Essential Skills of Communicating*\*
- *Developing Performance Goals and Standards*
- *Providing Performance Feedback*\*
- *Supporting Change*\*
- *Communicating Up*\*
- *Coaching Job Skills*\*
- *Improving Work Habits*\*
- *Resolving Conflicts*\*
- *Managing Complaints*\*
- *Effective Discipline*\*
- *Delegating*\*

\* Available in Classroom, Web-based, and Blended Solutions.

