

SSBS022: Leading and Motivating Teams

Introduction:

This workshop focuses on learning about motivational techniques for managers. It will help you get the very best performance from your team, by motivating them to do their best.

This training is ideal for those who want to re-fresh, refine or advance their people management skills. It is particularly aimed at team leaders and managers who are interested in expanding or improving their management skills by learning about a range of motivational tools and techniques.

Duration:

This workshop is run over 1 day.

Workshop approach:

This workshop is peppered with exercises and frameworks that will allow participants to apply the information covered to their specific situation. This training is delivered in an informal manner with the use of audience participation in discussion and practical sessions. These will assist participants to learn and understand the motivational tools and techniques discussed during the course, and to help them start to put these into practice in the safety of the training environment. A variety of training methods are used on this course, including group discussion, trainer presentations, skills practice, and group exercises.

Content:

Understanding motivation:

- Learn what motivation is and what motivates people
- Understand and learn to use a “toolkit” of motivational techniques

Learning about what motivates you and others:

- Discover what your own motivational preferences are
- Appreciate the range of motivational preferences that others can have

Developing goals and using them to motivate:

- Guidelines for setting goals that work best to motivate performance

Using rewards and recognition to motivate:

- Appreciate the range of financial and non-financial rewards and recognition you can use
- Guidelines for how to ensure you give rewards in a way that motivates your employees

Using feedback and coaching skills to motivate your team members:

- Understand how to use a four-stage model of coaching
- Types of questions that will be useful to you in coaching
- Guidelines and techniques for providing effective feedback

Other motivational techniques you can use with your team:

- Learn about a range of other motivational techniques you can use with your team



Workshop outcomes and benefits:

Participants will learn a “toolkit” of motivational techniques including providing fair rewards; giving recognition and praise; setting challenging and realistic goals; using feedback and coaching to encourage performance; and creating a motivating environment in which to work.

Certification:

On completion of this course, you will obtain a certificate issued by the Institute of Leadership & Management (ILM).

**This workshop is presented by:**

Tina Kinirons is an occupational psychologist who specialises in management and leadership skills. She worked in management, sales and consulting roles for IBM and Microsoft for 21 years, including 5 years on the Microsoft Ireland Leadership team. She draws on her years of business and management experience, together with her occupational psychology practice, to work as a management trainer and coach. She develops and presents training on the soft-skills of management and also works as a management and executive coach. She holds a M.Sc. in Occupational Psychology and is a member of the Psychological Society of Ireland, the Institute of Leadership & Management, and the British Psychological Society.