

# How to Engage Your Team

## **Aim**

To assist managers with the knowledge to build and motivate a team through motivational theory, generational and group dynamic knowledge and solid feedback techniques.

A motivated staff member is more likely to stay and in times of skills shortage, staff retention becomes imperative.

## **About this Course...**



*To assist managers with the knowledge to build and motivate a team through motivational theory, generational and group dynamic knowledge and solid feedback techniques*

## **Who Should Attend this Course?**

This course will benefit Supervisors, Managers, and Leaders.

## **Outcome**

The learner will have gained exposure to the latest motivational thinking and team building requirements in the interest of improved productivity and skill retention

| SAQA US ID | NQF LEVEL | CREDITS | US TITLE                         |
|------------|-----------|---------|----------------------------------|
| 242819     | 4         | 10      | How to motivate and build a team |

**Duration: 1-Day**

## Content

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| What is Motivation and What Does it Take?                        | <ul style="list-style-type: none"> <li>• Understanding the psychology of motivation</li> <li>• What it takes to be motivated and how it influences our actions and behaviours</li> </ul>   |
| Understanding Yourself and Others                                | <ul style="list-style-type: none"> <li>• Understanding our basic motivations as a species based on the 9 Enneagram types – Summary per type</li> <li>• This Framework speaks to the basis of our thinking</li> </ul>               |
| Understanding Team Dynamics                                      | <ul style="list-style-type: none"> <li>• How team dynamics influences motivation and action</li> <li>• Looking at the Tuckman model of Team Formation</li> </ul>   |
| Understanding Generational Theory                                | <ul style="list-style-type: none"> <li>• The five generations in the workplace</li> <li>• What is it that the millennials want?</li> <li>• How are we able to gain and retain input from this controversial generation?</li> </ul> |
| Understanding Motivational Theories                              | <ul style="list-style-type: none"> <li>• Briefly looking at the Hertzberg and Maslow theories</li> <li>• Placing these theories in the South African context</li> </ul>  |
| Understanding Feedback, the Technique, the Timing, the Necessity | <ul style="list-style-type: none"> <li>• To give good feedback means that you have an “attitude of growth”</li> <li>• Working with feedback as a motivator and not a whip</li> </ul>   |
| Motivational Action Plans  | <ul style="list-style-type: none"> <li>• Putting motivational action plans in place</li> <li>• Ensuring the smooth running of operational procedures</li> </ul>  |