



Staff Training

How to Engage Your Team

Course Outline



Your business outcomes are our priority. Proving impact in real time.

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

The unit standards above are an indication of the content of the workshop. Our workshop theories are designed to include the outcomes recommended by SAQA US IDs.

Content

Topic	Key Learning Points
What is Motivation and What Does it Take?	- Understanding the psychology of motivation - What it takes to be motivated and how it influences our actions and behaviours
Understanding Yourself and Others	- Understanding our basic motivations as a species based on the 9 Enneagram types – Summary per type - This Framework speaks to the basis of our thinking
Understanding Team Dynamics	- How team dynamics influences motivation and action - Looking at the Tuckman model of Team Formation
Understanding Generational Theory	- The five generations in the workplace - What is it that the millennials want? - How are we able to gain and retain input from this controversial generation?
Understanding Motivational Theories	- Briefly looking at the Hertzberg and Maslow theories - Placing these theories in the South African context
Understanding Feedback, the Technique, the Timing, the Necessity	- To give good feedback means that you have an "attitude of growth" - Working with feedback as a motivator and not a whip
Motivational Action Plans	- Putting motivational action plans in place - Ensuring the smooth running of operational procedures

Duration: 1-Day

Optional Purchases

When ROI and Implementation Matter

At Staff Training, we understand that each individual and/or organisation has unique needs and goals. We have developed a range of valuable, but optional purchases to maximise your training outcomes:

SETA Accredited Training Options

Most of our workshops are aligned with SETA Accredited unit standards, or you can opt for the fully accredited version of your workshop choice. This includes a certificate of competence when successfully completed. All other certificates are certificates of attendance.

The Afterburner

Afterburners are additions to selected workshops. These continued learning courses include a re-cap of material covered during the workshop and continue to expand on both knowledge and skills development for the workplace.

Skills Check

Skills Checks are extremely useful in the measurement of ROI of soft skills training. This tool is structured to help the learner improve on the implementation of new skills through a goal-driven process of accountability and reflection.

LevelUp Coaching

A 2-hour, one-on-one coaching option for those who would like to address and build on the knowledge they gained during training. Converting theory into practice under the tutelage of an experienced coach.

PowerPath Coaching

A powerful investment into your future leaders. One-on-one leadership coaching with the globally acclaimed Enneagram as the self-mastery tool.

Staff Training is an accredited IEQ9 Provider. Our Enneagram offerings include a SETA Accredited version of a leadership development workshop as well as an emotional intelligence and Enneagram combination. You can also explore our specialist hybrid offerings of workshops and coaching below.

[Enneagram Group Coaching Journey](#)[Enneagram: Insight to Action](#)