

MOTIVATING TEAM MEMBERS

VITAL LEADERSHIP



Motivating team members is at the same time complex and simple, and it is unique for each team member. Motivated employees look forward to coming to work every day. They are more productive than unmotivated employees, and they require less micromanagement. They contribute to the organization and its success, improving the organization's competitive edge. The key is to find creative, proven ways to keep employees motivated.

MOTIVATED EMPLOYEES WORK HARDER AND BRING SUCCESS

Inspiring employees to perform their best requires a different approach for each employee. Some employees are self-motivated, while others require quite a bit of motivation from their supervisors, team leaders or managers. Good leaders know how to identify what motivates each team member and how much motivation each team member needs.

The Vital Learning Motivating Team Members™ program teaches leaders what motivation is and how it works to inspire employees to do their best. It provides insight into how motivation is different for each team member and helps leaders understand what they can do to create a work environment that will motivate team members.

Motivating Team Members equips leaders with a four-stage plan to influence team members while creating a work environment conducive to high performance.

The course teaches participants the following:

- Self-assessment of motivational practices*
- Evaluation of the self-assessment*
- Practical background on the theories of motivation*
- A clear plan of action for creating a motivated work environment*
- Methods to build team members' confidence and competence*

Throughout the course, managers review case studies, participate in group discussions, practice new skills, and receive immediate feedback. The program provides them with implementation tools, a troubleshooting guide and additional resources to help them apply the skills they have learned on the job.

ESSENTIAL COURSE MATERIALS

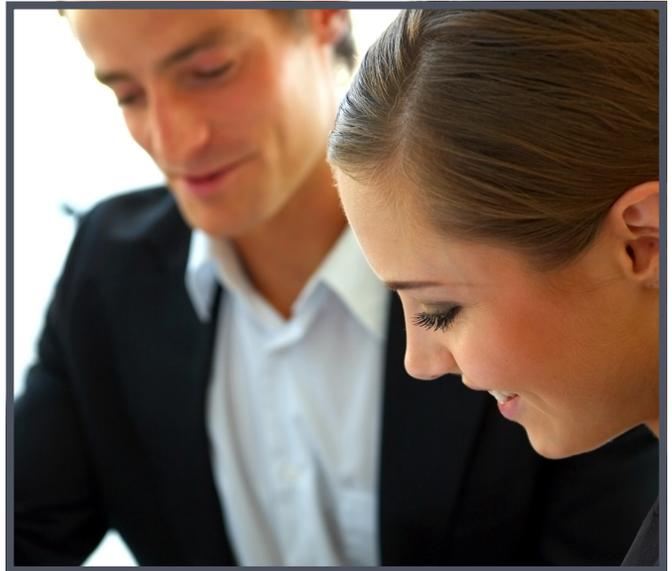
Motivating Team Members is available in classroom, eLearning and blended formats to accommodate any organization or type of business. Each course includes the following course materials:

Facilitator Guide

- Provides complete instructions about how to conduct the course
- Supplies explanatory information for the trainer, sample trainer narrative and facilitation notes
- Includes the facilitator resource CD, which contains a PowerPoint presentation, additional resources, reproducible pages from the facilitator guide and a participant workbook

Participant Workbook

- Provides exercises, forms, skill practice aids
- Offers a job aids section with tools and resources for applying course skills
- Includes a Memory Jogger Card™, which gives leaders a handy reminder of the course's skill points



BENEFITS OF MOTIVATING TEAM MEMBERS

Organizations can offer this course in the format that works best for them — classroom, eLearning or blended.

Program is designed for six to 18 participants to complete in four hours.

Course participants receive hands-on experience practicing the program's skills and methods.

Participants learn to determine what motivates each team member to perform effectively.

Participants learn to build a more participative work environment to improve performance.

Participants learn to develop an improved work environment.

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