

# MOTIVATING FOR PEAK PERFORMANCE

## **PURPOSE:**

It's a common dilemma: getting other people to perform can be harder than doing the job yourself. But to be an effective leader, you must overcome this dilemma.

This intriguing seminar will show you how to keep people motivated and operating at peak performance. Applying recently developed and classical theories of motivation and reward, you will discover that old assumptions about human nature are inadequate to deal with today's workforce. You'll learn a step-by-step, systematic approach to determine what your people need, when to give it to them and when not to, and how to correct performance problems quickly and confidently.

## **PROGRAM OUTLINE:**

### **The Pygmalion Effect / The Self-Fulfilling Prophecy (SFP)**

- The power of expectations on performance
- Rosenthal's Four Factors of the SFP
  - Climate
  - Feedback
  - Input
  - Output
- DVD
- Case Studies

- How to be a positive Pygmalion
  - The five characteristics
  - The nine factors
- The Galatea Effect
  - Self Expectations

### **The Classic Concepts**

- The Symptoms of Poor Motivation
- Definition of Motivation
- Ideas on Motivation
- Stimulus-response
- Hierarchy of needs
  - Physiological
  - Safety
  - Social
  - Esteem
  - Self-Actualization
- Need to Achieve/ Need for Power/ Need for Affiliation
- Work-Needs Assessment
- Maintenance and motivating factors
- Identification of satisfiers and dissatisfiers at work
- Satisfaction Survey
- Management Attitudes: The X-Y Scale
- DVD

### **More Recently Developed Techniques**

- Expectancy Model
- Equity Theory
- Empowerment
- Infant-Adult Continuum
- What do Employees want from their jobs?
- Intrinsic Motivation
- Teamworking

- Self Systems
- Quiz
- Tasks
- Case Study

### **The Job Itself**

- Job Enrichment; Job Enlargement; Job Rotation; Job Redesign
- Re-engineering
- Job Characteristics Model

### **Positive Reinforcement**

- Positive Reinforcement Principles
- Difference Between Positive and Negative
- How to Use Positive Reinforcement
- Positive Reinforcement Tasks
- Conclusion

### **METHODOLOGY**

There will be considerable amount of diversity in the teaching methods used including lectures, DVDs, individual and group exercises, class discussions, questionnaires, case studies and self- assessment instruments.

### **DURATION**

2 Days

### **DESIGNED FOR:**

Managers, supervisors, administrators, team leaders, and others in positions of leadership who want to motivate and maintain top performance from others and become more influential within their organizations.

### ***PROGRAM LEADER:***

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