



## Art of Motivation

### Objectives of the Training

After completion of this course, participants will:

- Understand the different Motivation and De-motivation techniques
- Identify the sources of motivation
- Be able to motivate co-workers and subordinates effectively

### Target Audience

This course is targeted for

- Chief Executive and Officers
- Functional Managers
- Project Managers
- Engineers
- Information Technology Managers
- Process Owners
- Production Managers
- Service Delivery Managers

### Duration of the Training

- It is a five days training from 9:00 a.m. till 3:00 p.m.

### Methodology

- Group exercise
- Brain storming sessions
- Video tapes
- Case studies

### ***This course is applicable to the following sector:***

Government, Real State Development, Aerospace, Defense, Engineering and Construction, Manufacturing and Industrial, Oil and Gas\Petrochemical, Power and Water Utility Plants, Education and Training, Retail, Financial Services, Information Technology, **Telecommunication**, Automotive, Media Production, E-Business Enablers, Marketing and Sales, Pharmaceuticals, Environmental Management, Hospitality Management, Shipbuilding and Repair Yards



## **Training Outline**

### **A. Defining Motivations**

- A.1 What Is Motivation?
- A.2 What Is Motivation Made of?

### **B. Maslow's Hierarchy of needs**

- B.1 And its on-the-job application
- B.2 Higher order needs Vs. Lower Order Needs

### **C. McGregor's Motivational Theories**

- C.1 Theory X
- C.2 Theory Y
- C.3 Theory Z – A Japanese Approach

### **D. Herzberg's Motivational Theory:**

- D.1 Hygiene Factors
- D.2 Motivators

### **E. Reward and Recognition Systems**

- E.1 Extrinsic Rewards
- E.2 Intrinsic Rewards
- E.3 How to give Rewards

### **F. The "War-Room" Model**