

MOTIVATION TOOLS FOR MANAGERS

Using HRO's Motivational Framework

LEARN THE LATEST METHODS FOR
ENGAGING & RETAINING TALENT

TWO DAYS TRAINING COURSE

WHO WILL BENEFIT MOST

Anyone in management or leadership position, especially:

- Junior and middle managers who want to increase enthusiasm in the teams they lead;
- Business owners, HR and line managers who are looking for new tools and creative ways to keep their best people;
- Managers who want to be better equipped in motivating their staff members.

PROGRAM INTRODUCTION

HRO's motivational framework integrates the classical models into one practical tool, and it differentiates this course from less systematic approaches. Even if you already know many motivation techniques, the systematic and innovative approach of this course will bring you new ideas, tools and practical techniques.

Update your knowledge – make a difference in your awareness and thinking about motivation.

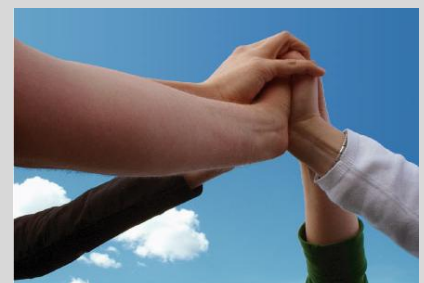


The Motivational Questionnaire for Professionals

This course includes an individual assessment that participants will do online before the program. The MQ report is an important motivation tool and will be used extensively in the two days.

OBJECTIVES:

- Learn the application of MQ (Motivational Questionnaire) to identify the individual needs of each staff members;
- Learn strategies and methods to motivate employees with different needs;
- Gain a deeper understanding of the drivers of high engagement;
- Realize what it takes to keep the best people in your team beyond material rewards;
- Improve your self-motivation skills;
- Become more motivated, more conscious motivators!



MOTIVATION TOOLS FOR MANAGERS

The cornerstone of managerial effectiveness

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Comments from participants of this program:

Training participants came from Adidas, Akzo Nobel, CBC, Fuchs, ICA, ICI, Intel, JMGemini, Kuehne & Nagel, Lotus, Omron, among others. Some of their comments:

"I learned about motivation before, but today I gained the full picture and many creative techniques. Thank you for this inspiring training!"

"I learned excellent points about how to motivate people, and I'm fired up to put it into use immediately with my team."

"Fascinating! This training helped me see a new dimension that I always neglected."

"I liked the many examples that illustrated the theory behind what was said. The stories and examples kept the topic alive throughout the day."

METHODOLOGY

The training will use learner centered interactive methodology:

- Self-reflection and exercises;
- Role plays;
- Workshop elements, sharing and discussions.

In order to have quality interactions, the number of participants is limited to 20 people.

TRAINING OUTLINE

Day 1:

- ✓ The ABC of Motivation
- ✓ The 14 key motivational factors: the HRO Motivation Framework
- ✓ Working with Motivational Profiles
- ✓ The V-A-P of motivation
- ✓ Self-motivation exercises:
 - Increasing energy
 - Shifting focus
 - Transformation of meaning
 - Anchoring
 - SMART PLUS goal setting
 - Visualization and more.

Day 2:

- ✓ How to implement the motivational framework at work
- ✓ Exploring motivational factors: increasing intrinsic motivation and fulfillment of employees
- ✓ Motivating employees with specific needs: learning specific strategies
- ✓ Motivating one-on-one: role plays
- ✓ Summary: goal setting / action planning to become a better motivator.

THE TRAINER:

Gabor Nagy

Managing Director of HRO Shanghai, Senior Consultant and Trainer, Co-Author of HRO's Motivational Questionnaire.

As a trainer, he uses a blend of approaches combining "intellectual" with "experiential" learning and workshop elements to achieve a lasting impact. Client companies who reordered his in-house programs include: Allianz, Bacou-Dalloz, Bosch, Codelco, Delphi, Degussa/Evonik, Freudenberg Group, Fuchs Petrolub, Gale Pacific, Intel, Knorr-Bremse, NIP, Schenker, Shanghai Volkswagen, Sinochem. He has been an invited speaker and lecturer at the German, Swedish, British and American Chamber of Commerce, and at the Tongji, Jiaoda, Maritime, Nordakademie University MBA/EMBA classes. Since 2005 he has been a Visiting Professor at Shanghai Institute of Foreign Trade. He is fluent in English, Chinese and Hungarian.

