**FINANCIAL & BUSINESS ADVISORY ASSOCIATES**

Advisory\* Training\* Enterprise Development\*

MEMBER FIRM OF JCA INTERNATIONAL

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In Association With the Manufacturers Association of Nigeria

***Motivation for Managers***

9th and 10th of June, 2016

Manufacturers Association of Nigeria

Main Secretariat, Km. 4, Ota-Idiroko Road,

Ota, Ogun State

**Financial & Business Advisory Services Associates**

**16 Udi Street
Osborne Foreshore Estate Ikoyi, Lagos**

**Setting the Stage for Exceptional Performance**

Behavioral psychologists have developed various theories about motivation in an attempt to better understand and control human behavior.

A basic understanding of these major motivation theories helps organizations to see how motivation can be applied in the workplace.

## **RATIONALE**

Motivation is the force that initiates, guides, and maintains goal-oriented behaviors. It is what causes us to take action, whether to grab a snack to reduce hunger or enroll in college to earn a degree. The forces that lie beneath motivation can be biological, social, emotional, or cognitive in nature.

Stated simply, motivation is the driving force behind all people's actions

Motivated employees are more productive and creative than those who are unmotivated. They enjoy their work more and experience less stress. Managers usually strive to find ways to motivate their staff. Behavioral psychologists have developed various theories about motivation in an attempt to better understand and control human behavior. A basic understanding of these major motivation theories helps us to see how motivation can be applied in the workplace.

This training will contribute to a positive work environment and will also help participants target specific actions they can take to set the stage for their employees to achieve success.

## **OBJECTIVES/ LEARNING OUTCOME**

At the end of this training, participants will be able to;

* Understand what their employees want
* Provide the resources and environment for getting the most out of their people
* Create a more dynamic, loyal and energized workforce

## **TRAINING OUTLINE**

The training shall cover the following topics;

* The Nature of Motivation
* The Motivational Framework
* Process Vs Need based
* Needs Based Theories/Perspectives of Motivation
* Process Based Theories / Perspectives of Motivation
* Motivation and the Reward System: A tool for productivity enhancement
* A Satisfied Workforce; A non-negotiable state
* Effective Delegation
* Employee Loyalty

# **METHODOLOGY**

In order to ensure true experiential learning, our methodology shall entail the use of the following;

• Presentations

• Visuals

• Videos

• Group Exercises

• Role Play

Feedback will also be sought to measure performance and in order to improve on the program and serve you better.

These shall be by;

• Administering tests on the participants to measure level of understanding at the end of the class room session

• Administering questionnaires on participants in order to take in their comments at the end of the class room session

• Administering questionnaires on supervisors 90 days after the end of the class room session to measure the improvements on the job

# **TRAINING LOCATION, DURATION & FEE**

**Location**

****The training shall take place in the following location;

 Manufacturers Association of Nigeria

 Main Secretariat

 Km. 4, Ota-Idiroko Road,

 Ota, Ogun State

**Duration & Time**

****The Theory of Motivation for Managers module is designed to run for 2 days.

9th and 10th of June, 2016

**Pricing**

Our fees are NGN40, 000.00 per participant for MAN members and NGN50, 000 for non-member

The fee shall cover course materials and refreshments.