

# Motivation & Coaching

## Module #11

### Workshop Contents

Motivation and Coaching covers the following. It can be run as a half day, as 4 x 1 hour sessions or 2 x 2 hour sessions.

<p><b>Section 1: Understanding Motivation</b></p> <p>In this first section we explore some key motivation theories that can be useful to know, how to work out what people's individual motivators are and build intrinsic motivation, so people are motivated themselves! Not as easy as it sounds but at the end of this section you'll have some practical tools and techniques to use.</p> <p><b>Learning Outcome:</b> Having ideas on how to motivate each of your team.</p>	<p>Introductions 10 mins</p> <p>Motivations 20 mins</p> <p>Activity &amp; debrief 30 mins</p>
<p><b>Section 2: Reward and Recognition</b></p> <p>Now we cover how to praise your team and how this differs depending on personality and generation. We'll also discuss some different ways to reward and recognise your team, including ideas that don't cost any money.</p> <p><b>Learning Outcome:</b> A map of techniques to reward and recognise your team.</p>	<p>Overview 15 mins</p> <p>Generations &amp; Style 35 mins</p> <p>Action Plan 10 mins</p>
<p><b>Section 3: Goal Setting</b></p> <p>We move into learning an easy way to flow your company vision and goals down into your team goals and individual goals. Then we'll focus on honing your goal writing skills so that any goals (either for tasks or development) are SMART and balance being able to measure them without micro managing.</p> <p><b>Learning Outcome:</b> Demonstrating setting effective goals to motivate and grow.</p>	<p>Goal flow 20 mins</p> <p>Goal setting exercise 30 mins</p> <p>Action Plan 10 mins</p>
<p><b>Section 4: Performance Coaching</b></p> <p>Lastly we work through how to use the GROW model to coach someone in your team to grow their skills or overcome challenges. Managers use this with some case studies to hone their coaching skills.</p> <p><b>Learning Outcome:</b> Using the GROW model to effectively coach.</p>	<p>GROW model 15 mins</p> <p>Exercises &amp; debrief 45 mins</p>