



# Motivating employees when giving raises is not an option

Belgrade, May 26<sup>th</sup>, 2008



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## Seminar Overview

Too often managers and supervisors believe that you need money to motivate employees. The research on this indicates otherwise. Professor Randy Richards from the St. Ambrose University, US, demonstrates other work-place proven motivation techniques. Join this hands-on workshop where you will actually be developing techniques and programs you can put into immediate practice back on the job.

## Program Outline

### 1. What is motivation and what it is not.

Diagnosing performance problems to uncover the lack of motivation. Participant stories on motivational issues from their workplaces.

### 2. Technique one: job enrichment as an effective method.

How re-designing the job itself has been proven to be a powerful motivational method. A simple direct way to improve employee motivation, self-respect and learning. Professor Richards will guide and assist participants in re-designing and enriching participant selected jobs from their workplaces.

### 3. Technique two: goal setting as an effective method.

Properly done goal setting has been shown to be one of the most powerful motivational tools available for all managers. Job performance standards should be developed as goal statements. Many organizational managers believe they set goals. Unfortunately, most do not know how to do it the way that gets the best results. Professor Richards will guide and assist participants in setting goals on selected job tasks from their workplaces.

### 4. Technique three: positive re-enforcement as an effective method.

Once again, there is widespread confusion among organization managers about what is positive re-enforcement and how to properly use it for maximum motivation. Professor Richards will guide and assist participants in designing true and effective positive re-enforcements for selected jobs from participant workplaces.

### 5. Observations on effort, expectations, rewards and values.

Understanding the importance and relevance of clear and specific expectations, effort, rewards and values on employee motivation.

### 6. Now that you know what to do, what will you do?

Setting some goals on implementing change in motivational approaches back on the job.



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## Benefits to Participants

Upon completion of the seminar, participants will:

- Be able to identify when motivational techniques will improve performance.
- Uncover specific problems on their work sites that can benefit from improved motivational techniques
- Learn three distinct proven effective techniques for increasing job performance motivation.
- Apply the best motivational tools for real improvement on the job.
- Have opportunities in the workshop to practice the techniques so that they can put them into immediate practice on the job.

## Who Ought to Attend

Front-line supervisors, middle-managers and executives who want to build a high performance organization through increasing employee motivation.

## Seminar Format

We have developed a seminar that is learner-centred. It places the learner at the heart of what we do. Participation, involvement, practical advice and fun are the marks of all of Professor Richards' seminars and workshops.

## Seminar Leader

Professor Randy Richards is a second career university professor. He spent 20 years in management before becoming a full time professor. He is the Chairman of the Managerial Studies Department at St. Ambrose University in Davenport, Iowa. He teaches both bachelor and master level classes in the United States, Lithuania, China and Croatia. He has an extensive corporate consulting and training practice. Professor Richards' seminars are known for their high level learner involvement, practicality, energy, intensity and just plain fun.

You may access Professor Richards full CV at:

<http://web.sau.edu/RichardsRandyL/vita.htm>



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## Location

Hotel Palace Belgrade  
Belgrade Panorama, VI floor  
Topličin Venac 23

## Registration Information

The program fee is 300€ + VAT (18%). The fee includes tuition, instructional materials, books Crafting and executing strategy, Coaching for Performance, Getting results (translated in Croatian), lunches and reception. Applications must be received by May 19th, 2008.

## Contact Information

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