



# Inspiring, Motivating, and Guiding Team to Achieve Org. Goals and Rewarding Contributions

Duration  
2-hour

Audience  
Emerging Leader  
New Leader  
Middle Manager  
Senior Leader

## About This Course

This course focuses on developing leadership skills that inspire, motivate, and guide teams toward achieving organizational goals. It emphasizes effective communication, role clarity, accountability, and the ability to maintain optimism and persistence through challenges. Participants will also learn how to align performance with recognition, reinforcing a positive and high-performing team culture.

## Topics Included

- The 4 Basic Drivers of Motivation
- Maslow's Hierarchy of Needs Applied to Job Motivation
- The Motivating Potential Score (MPS) Model
- Steve Hogarty's: 7 Ways to Motivate Your Employees
- Gallup's Assessment of Employees' 12 Needs
- Sensory Ingredients of Job Enrichment by Herzberg

## Training Approach

- Instructor-led
- Group discussion
- Case practice
- Self-reflection

## Skills Learned/ Outcomes

- Clearly communicate goals and define team roles and expectations
- Motivate and guide others toward achieving shared objectives
- Foster a positive mindset and maintain perseverance during obstacles
- Hold individuals and teams accountable with fairness and consistency
- Connect productivity to meaningful rewards and celebrate team success regularly

## Course offerings:

We offer a wide range of training programs for leaders and teams to strengthen capabilities, enhance collaboration, and drive organizational success

### Communication

Prioritizing and Communicating Goals, Roles & Responsibilities  
Communicating Across Generations

### Team Performance

Motivating and Inspiring Team Contributions and Success  
Ensuring Team Accountability for Consistent Performance  
Leveraging Your Team's Diverse Talents and Strengths  
Inspiring, Motivating, and Guiding Team to Achieve Org. Goals  
Fostering Strong Collaboration and Managing Conflict for Productive Outcomes

### Productivity and Efficiency

Effectively Managing Workload

### Leadership Quality

Inspiring Mission-Driven Work in Direct Reports  
Learning & Applying Situational Leadership  
Empathy-Based Leadership  
Increasing Emotional Intelligence, Leadership Presence, and Personal Integrity  
Being Visionary & Strategic in Thinking and Execution  
Cultivate Talent through Accountability, Empowerment, and Effective Delegation, Coaching, Feedback  
Proactively Advancing Diversity, Equity, and Inclusion throughout the Organization  
Leading & Influencing Change, Improvements, and Innovation

### Recruiting and Onboarding

Assessing, Recruiting, and Retaining Team Talent