



MOTIVATION IN THE WORKPLACE

Example Packages

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Contents

Introduction	3
Motivation in the Workplace	3
The Three Critical Needs of Employees	3
Programmes at a Glance	4
One-Tiered Approach	6
Two-Tiered Approach	8
Three-Tiered Approach	10
Five-Tiered Approach	12



Introduction

Motivation in the Workplace

Understanding how to motivate employees is an essential component of effective leadership. The quality of workers' motivation is predictive not only of their commitment and work effort but also their overall engagement, performance and well-being. Leaders play a pivotal role in shaping motivation in the workplace and facilitating these beneficial outcomes. However, despite their critical role in initiating and sustaining motivational processes, many leaders are unsure of what to do to effectively engage and motivate organisational members. Moreover, most leaders are operating on outdated beliefs and approaches (e.g., the carrot and stick).

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The Three Critical Needs of Employees

All employees have three basic psychological needs which are essential ingredients for motivation, optimal functioning, and wellbeing. The type of motivation an employee has towards their job activities is influenced by the extent to which these needs are satisfied. When an employee's basic psychological

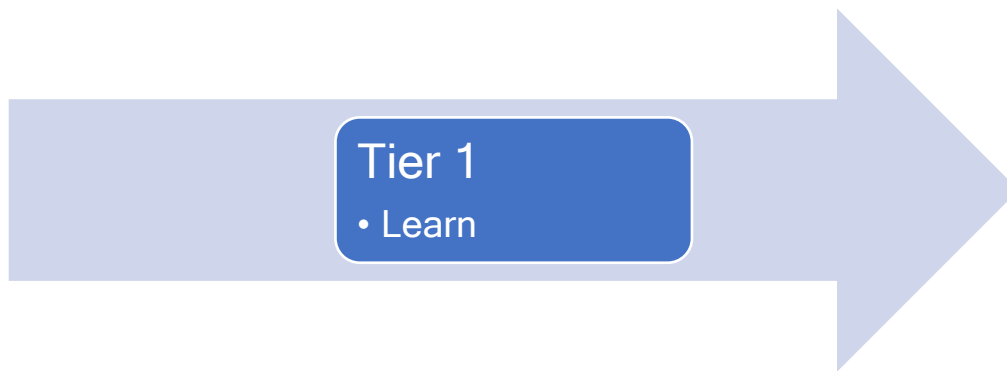
needs are met, they are more likely to be personally invested in their work tasks and engage in their work activities willingly. The satisfaction of these needs also stimulates a wide range of other beneficial outcomes such as enhanced commitment and performance, higher job satisfaction, improved well-being and lower turnover. Without meeting these needs, the workforce will fail to meet its full potential.

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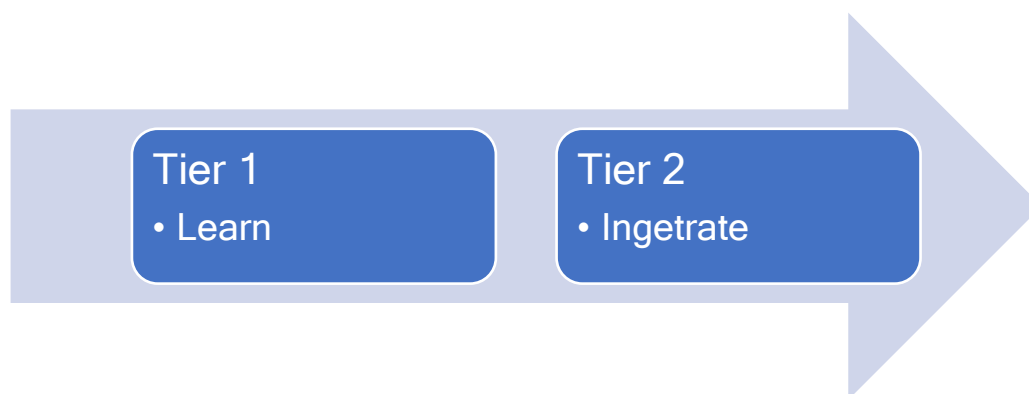
Envicto Coaching deliver programmes that provide an evidence-based framework for how to effectively motivate people in the workplace and create a optimally motivating climate. These programmes are available at four distinct levels, tailored to your company's specific needs in terms of depth, interaction, and guidance. Explore the four levels below.

Programmes at a Glance

Bronze Package: One-Tiered Approach



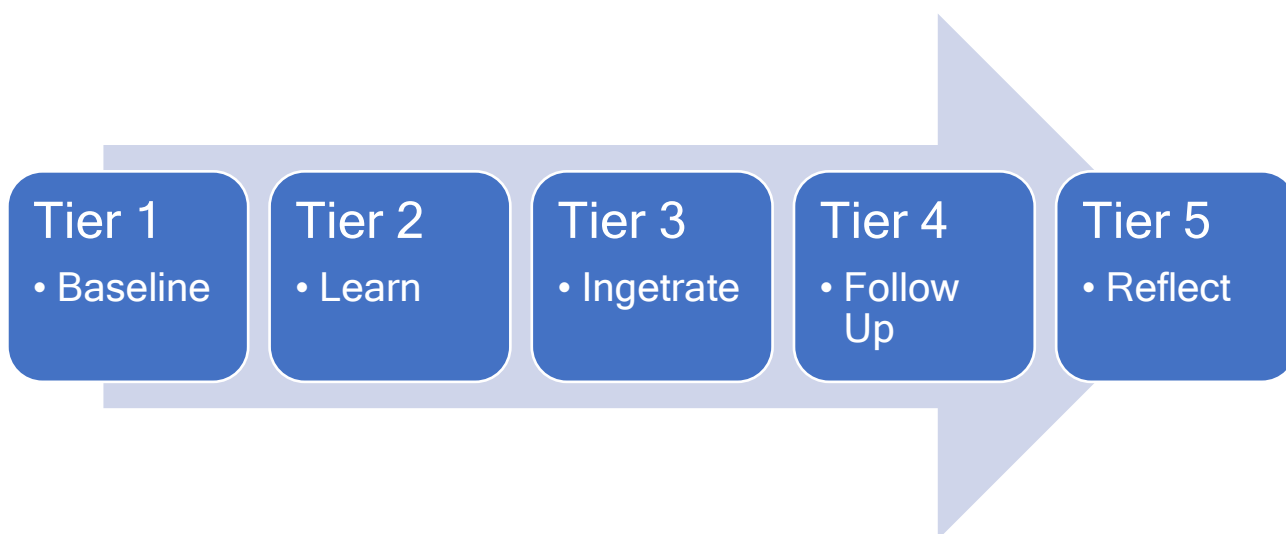
Silver Package: Two-Tiered Approach



Gold Package: Three-Tiered Approach



Platinum Package: Five-Tiered Approach





BRONZE PACKAGE

One-Tiered Approach



Our interactive one-day workshop provides a comprehensive and easy-to-understand overview of the theoretical framework that underpins our programme. Participants will be introduced to the three basic psychological needs and consider how to meet these within the workplace. They will also discuss different types of motivation and explore the conditions leaders need to provide to create optimal motivation and positive work-related outcomes.

On completion of the workshop, participants will walk away with a bespoke action plan which they will integrate into their workplace.

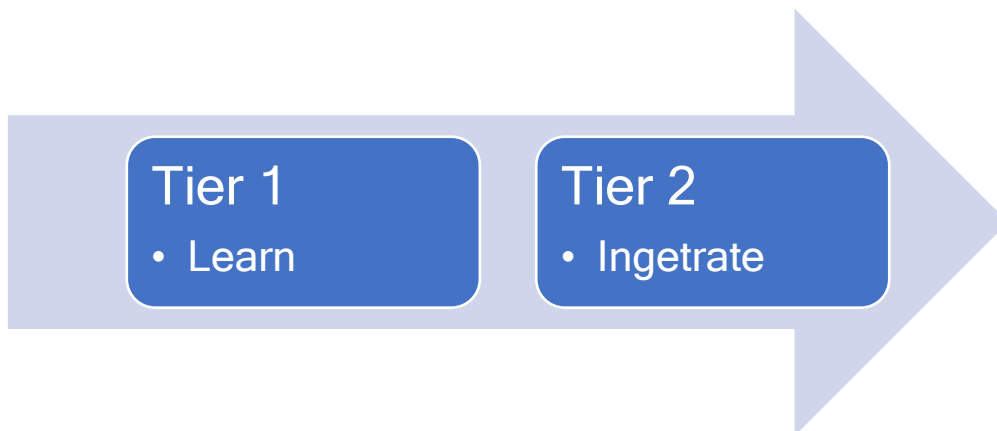
Delivery

This programme can be adapted to your specific requirements and preferences. It can be delivered face-to-face at your premises or via a live virtual classroom.



SILVER PACKAGE

Two-Tiered Approach



Tier 1: Learn

Tier 1 provides an interactive one-day workshop which provides a comprehensive and easy-to-understand overview of the theoretical framework that underpins our programme. Participants will be introduced to the three basic psychological needs and consider how to meet these within the workplace. They will also discuss different types of motivation and explore the conditions leaders need to provide to create optimal motivation and positive work-related outcomes.

On completion of the workshop, participants will walk away with a bespoke action plan which they will integrate into their workplace.

Tier 2: Integrate

Tier 2 enables each leader to engage in supported intentional behaviour change and implement the practical strategies identified in Tier 1. During this phase, participants will have the opportunity to work one-on-one with the organisational coach to help with the implementation of their plan.

This phase can be tailored to your organisation but would typically last 3 months.


Delivery

This programme can be adapted to your specific requirements and preferences and can be delivered face-to-face at your premises or via a live virtual classroom. Typically, Tier 1 is delivered in person and Tier 2 is delivered using the online platform Zoom. Zoom also enables screen sharing and, with permission and consent, video and audio recordings of each session, which facilitates reflection, and ongoing review.



GOLD PACKAGE

Three-Tiered Approach



Tier 1
• Learn

Tier 2
• Inegrate

Tier 3
• Reflect

Tier 1: Learn

Tier 1 provides an interactive one-day workshop which provides a comprehensive and easy-to-understand overview of the theoretical framework that underpins our programme. Participants will be introduced to the three basic psychological needs and consider how to meet these within the workplace. They will also discuss different types of motivation and explore the conditions leaders need to provide to create optimal motivation and positive work-related outcomes.

On completion of the workshop, participants will walk away with a bespoke action plan which they will integrate into their workplace.

Tier 2: Integrate

Tier 2 enables each leader to engage in supported intentional behaviour change and implement the practical strategies identified in Tier 1. During this phase, participants will have the opportunity to work one-on-one with the organisational coach to help with the implementation of their plan.

This phase can be tailored to your organisation but would typically last 3 months.

Tier 3: Reflection

Tier 3 captures collective learning through a one-day workshop and facilitates reflection on the implementation of participants action plan. As part of this, participants will discuss successful strategies used to meet the basic psychological needs and create an optimally motivating climate. They will also consider barriers to application and develop strategies for moving forward.

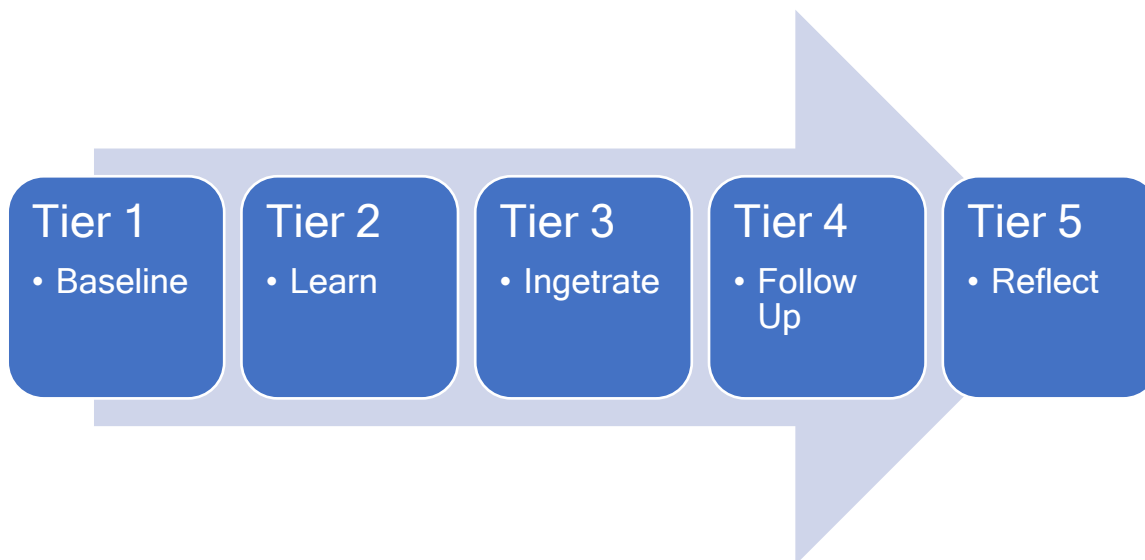
Delivery

This programme can be adapted to your specific requirements and preferences and can be delivered face-to-face at your premises or via a live virtual classroom. Typically, Tier 1 and 3 are delivered in person and Tier 2 is delivered using the online platform Zoom. Zoom also enables screen sharing and, with permission and consent, video and audio recordings of each session, which facilitates reflection, and ongoing review.



PLATINUM PACKAGE

Five-Tiered Approach



Tier 1: Learn

Tier 1 uses validated questionnaires to assess the extent to which employees' psychological needs are being met and their degree of motivation at work. This will provide baseline data and enable changes to be monitored over time. Employees responses will remain anonymous when presenting to participants.

Tier 2: Learn

Tier 2 provides an interactive one-day workshop which provides a comprehensive and easy-to-understand overview of the theoretical framework that underpins our programme. Participants will be introduced to the three basic psychological needs and consider how to meet these within the workplace. They will also discuss different types of motivation and explore the conditions leaders need to provide to create optimal motivation and positive work-related outcomes.

On completion of the workshop, participants will walk away with a bespoke action plan which they will integrate into their workplace.

Tier 3: Integrate

Tier 3 enables each leader to engage in supported intentional behaviour change and implement the practical strategies identified in Tier 2. During this phase, participants will have the opportunity to work one-on-one with the organisational coach to help with the implementation of their plan.

This phase can be tailored to your organisation but would typically last 3 months.

Tier 4: Follow Up

Tier 4 replicates Tier 1 and measures the extent to which employees' psychological needs and motivation have changed.

Tier 5: Reflection

Tier 5 captures collective learning through a one-day workshop and facilitates reflection on the implementation of leader's action plan. As part of this, participants will discuss i) successful strategies used to meet the basic psychological needs and create an optimally motivating climate; ii) barriers to the implementation of their action plan and iii) the findings captured in Tier 1 and 4. On completion of the session participants will develop a series of practical strategies for continuous improvement.

Delivery

This programme can be adapted to your specific requirements and preferences and can be delivered face-to-face at your premises or via a live virtual classroom. Typically, Tier 2 and 5 are delivered in person and Tier 3 is delivered using the online platform Zoom. Zoom also enables screen sharing and, with permission and consent, video and audio recordings of each session, which facilitates reflection, and ongoing review. Tier 1 and 4 are distributed via an online questionnaire.