

## Motivation for Superior Performance LEAD6205

### Course Outline (workshop)

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**Description:** Successfully motivating others is the fuel that helps drive a business forward and is critical to the success of any organization. This course introduces the principles and factors that will enable you to develop your understanding and skill in creating an environment that promotes motivation by stimulating employee enthusiasm, gaining commitment, focusing people on a successful path and providing effective feedback.

#### Course Goals:

- Develop an understanding of the importance of motivation in modern-day management systems
- Understand how theories of motivation, rooted in science, have changed over the years and the corresponding implications for employers and employees
- Determine easily-implemented strategies for increasing motivation in the workplace

**Course Objectives:** At the completion of this course, the student will be able to:

- Define motivation in relevant terms
- Distinguish between management and leadership
- Determine how to evaluate performance effectively
- Lead with confidence
- Inspire others to achieve their potential within the work environment and beyond

#### Attendance Requirements:

Students are required to attend 100% of class time in order to receive a completion for this course. A grade report can be printed from myWCS.

#### Code of Student Conduct

The purpose of the Code of Student Conduct is to define the general standard of conduct expected of students registered at Western University, provide examples of behaviour that constitutes a breach of this standard of conduct, provide examples of sanctions that may be imposed, and set out the disciplinary procedures that the University will follow. For the complete Code of Student Conduct: <http://www.uwo.ca/univsec/pdf/board/code.pdf>.

## Course Schedule:

### Day One: **Motivation, Leadership & Management – Theories and Understanding**

- 9:00 Introductions, Icebreakers, Intentions
- 9:30 Motivation: Definitions & Theories
- 10:30 Break
- 10:45 Motivation: Definitions & Theories cont'd
- 12:00 Lunch
- 1:00 Returning Exercise, Getting Present, Questions
- 1:15 Leadership, Management and Motivation
- 2:30 Break
- 2:45 Leadership, Management and Motivation cont'd
- 3:45 Conclusion, Homework: Bring in examples of performance measurement markers

### Day Two: **Superior Performance – How to measure it and how to drive it**

- 9:00 Opening Discussion – Residual Questions/Thoughts from Day One
- 9:30 Defining Superior Performance
- 10:30 Small Group Discussion – use markers from homework to discuss how these measure *Superior* performance
- 10:45 Break
- 11:00 Obstacles to performance
- 12:00 Lunch
- 1:00 Returning Exercise, Getting Present, Questions
- 1:15 Performance Model: bringing it all together
- 2:15 Break
- 2:30 Summary: Motivation for superior performance
- 3:45 Wrap up/Conclusion

## Evaluation Method:

As part of the course/instructor evaluation, a survey will be sent to you electronically by Continuing Studies. You will be asked the following questions. Please consider these throughout the course.

1. How would you rate your overall experience?
2. Please indicate your agreement with the following statements:
  - a. The course content was relevant and valuable.
  - b. The instructor conducted class sessions in an organized, well-planned manner.
  - c. The instructor explained concepts clearly.
  - d. The instructor displayed enthusiasm and energy in conducting class sessions.
  - e. The instructor made me feel comfortable in the learning environment.
  - f. The instructor encouraged my participation and interaction.