COURSE BROCHURE

Motivating Employees and Building Engaged Teams

A practical course that shows managers what really drives people and gives them everyday tools for recognition, job design and measuring engagement to build committed, stable teams.

Code	HT-MGT-126
Category	Management & Leadership
Duration	1 week
Level	Beginner
City	Online

Introduction

Pay attracts people but does not guarantee their enthusiasm. With competition for talent, workforce nationalization programs and several generations working side by side, the line manager has become the strongest influence on whether employees stay and give their best.

Objectives

- Tell apart satisfaction, motivation and engagement
- Interpret employee behavior using the main motivation theories
- Use recognition, job design and delegation to lift enthusiasm
- Measure team engagement and catch signs of disengagement early
- Allow for different drivers across generations and cultures within one team

Who should attend

- Supervisors and new team leaders
- Managers and heads of department
- HR and employee experience officers
- Project and site managers

Skills you will develop

- Diagnosing individual motivators
- Non-financial recognition
- Job enrichment
- Measuring engagement

Learning Outcomes

- Map what motivates each team member based on one-to-one conversations
- Propose changes to one job's design to increase its meaning and autonomy
- Prepare questions for a stay interview and a short pulse survey
- Draft a three-month engagement plan built on low-cost initiatives

Course Outline

Day 1: What Drives People

- Satisfaction, motivation and engagement: three different ideas

- Maslow's hierarchy and Herzberg's two-factor theory: hygiene factors and motivators
- Intrinsic and extrinsic motivation and the limits of financial incentives

Day 2: Modern Theories in Practice

- Self-determination theory: autonomy, competence and relatedness
- Vroom's expectancy theory and Adams' equity theory
- Goal-setting theory and the effect of clear, challenging goals

Day 3: The Manager's Everyday Levers

- Non-financial recognition: specific, timely and sincere
- The Hackman and Oldham job characteristics model and job enrichment
- Delegation and development opportunities as motivators

Day 4: Measuring Engagement and Tackling Disengagement

- Engagement drivers, pulse surveys and stay interviews
- Signs of quiet withdrawal: absence, lateness and falling initiative
- Different drivers across generations and in multinational teams

Day 5: Team Climate and Action Plan

- Psychological safety and team habits that build belonging
- Keeping motivation up during change and tight budgets
- Applied workshop in which each participant builds and presents a three-month engagement plan for their team

Training methodology

Questionnaire revealing the participant's own motivators, compared with those of the team
Redesign of a real job using the job characteristics model
Case studies of teams at operating sites and service organizations
Short group discussions and participant presentations

Certification

Participants receive a Harbor Training Center certificate of attendance on completing the course.

Upcoming dates

City	Dates	Language	Fee
Online	18 – 22 January 2027	AR	EUR 1,800
Online	19 – 23 July 2027	EN	EUR 1,800

Fees are per participant.

Contact us

Email info@harbor4training.com

Address istanbul Turkey

To register and for details, scan the code or visit:

https://harbor4training.com/en/courses/motivating-engaged-teams