Driving Team Motivation and Employee Engagement Training Course

02 - 06 Nov 2026

Lisbon

4500 € (Per Person)

Ref: #LE4681_153625

Course Introduction / Overview:

In today's competitive business landscape, the ability to foster a highly motivated and engaged workforce is no longer a luxury but a critical driver of organizational success. Disengaged employees can lead to decreased productivity, higher turnover rates, and a negative workplace atmosphere, costing companies significantly. This course is meticulously designed to transform managers and leaders into catalysts for positive change, equipping them with the tools and strategies to unlock their team's full potential. Drawing upon foundational theories and contemporary research, including the work of renowned author Daniel H. Pink and his influential book "Drive: The Surprising Truth About What Motivates Us," we will explore the core principles of intrinsic motivation. Participants will move beyond traditional carrot-and-stick approaches to understand the powerful impact of autonomy, mastery, and purpose. At BIG BEN Training Center, we provide a comprehensive framework for building a sustainable culture of engagement, improving employee retention, and ultimately, driving superior business results. This program offers a deep dive into practical techniques, from effective communication and recognition programs to fostering psychological safety and leading through change, ensuring that every leader can build a thriving, high-performance team.

Target Audience / This training course is suitable for:

- Team Leaders and Supervisors.
- Department Managers and Directors.
- Human Resources Professionals.
- Project Managers.
- Executives and Senior Leaders.
- Aspiring and newly appointed managers.
- Organizational Development Specialists.
- Anyone responsible for leading and motivating a team.

Target Sectors and Industries:

- Information Technology and Services.
- Healthcare and Pharmaceuticals.
- Banking, Finance, and Insurance.
- Retail and Consumer Goods.
- Manufacturing and Engineering.
- Telecommunications.
- Hospitality and Tourism.
- Government and Public Sector Organizations.
- Non-Profit Organizations.

Target Organizations Departments:

- Human Resources.
- Operations Management.
- Sales and Marketing.
- Customer Service and Support.
- Project Management Office.
- Research and Development.
- Finance and Accounting.
- Information Technology.
- Any department with leadership and team management functions.

Course Offerings:

By the end of this course, the participants will have able to:

- Differentiate between intrinsic and extrinsic motivation and apply appropriate strategies.
- Implement effective employee recognition and reward systems that boost morale.
- Develop a positive work culture grounded in trust and psychological safety.
- Master communication techniques that inspire action and build rapport.
- Apply modern goal-setting frameworks like OKRs to enhance team focus and performance.
- Conduct constructive feedback sessions that encourage growth and development.
- Lead teams effectively through periods of organizational change.
- Design and implement strategies to improve employee retention rates.
- Measure employee engagement using proven tools and metrics.
- Create a personalized leadership action plan to sustain team motivation.

Course Methodology:

This training course from BIG BEN Training Center employs a dynamic and interactive learning methodology designed for maximum knowledge retention and practical application. We believe that adult learning is most effective when it is experiential and directly relevant to the participant's professional challenges. Therefore, the program is built around a blend of expert-led presentations, real-world case study analysis, and facilitated group discussions that encourage peer-to-peer learning. Participants will engage in hands-on activities, including role-playing scenarios to practice difficult conversations, team-based problem-solving exercises to tackle engagement challenges, and interactive workshops to design motivational strategies. A significant emphasis is placed on self-reflection and the development of a personal action plan, ensuring that the concepts learned are translated into tangible behaviors back in the workplace. Continuous feedback from the facilitator and peers is a core component, creating a supportive environment for skill development. Our approach moves beyond theory, providing a practical toolkit that leaders can implement immediately to foster a more motivated and engaged workforce.

Course Agenda (Course Units):

Unit One: The Foundations of Motivation and Engagement

- Defining employee motivation and engagement.
- The significant business impact of a disengaged workforce.
- Exploring classic motivation theories like Maslow's Hierarchy and Herzberg's Two-Factor Theory.
- Understanding Daniel Pink’s theory of Autonomy, Mastery, and Purpose.
- The critical role of leadership in driving team motivation.
- Identifying the key drivers of employee engagement in the modern workplace.
- Assessing your current team's motivation and engagement levels.

Unit Two: Creating a High-Engagement Work Environment

- Building a culture of trust and transparency.
- The principles of psychological safety and its impact on performance.
- Fostering an environment that encourages autonomy and ownership.
- Designing roles and tasks that provide a sense of purpose and meaning.
- Strategies for promoting a healthy work-life balance and employee well-being.
- The power of positive leadership and emotional intelligence.
- Creating an inclusive environment where all team members feel valued.

Unit Three: Practical Tools for Inspiring Your Team

- The art of setting clear and compelling goals (SMART and OKRs).
- Developing and implementing effective employee recognition programs.
- Mastering the skills of giving and receiving constructive feedback.
- Coaching techniques for employee development and performance improvement.
- Running motivational and effective team meetings.
- Delegating tasks effectively to empower team members.
- Leveraging technology to enhance team communication and collaboration.

Unit Four: Leading Diverse and Resilient Teams

- Understanding and motivating different personality types within a team.
- Strategies for engaging and motivating remote and hybrid teams.
- Leading and motivating teams through organizational change and uncertainty.
- Conflict resolution techniques to maintain a positive team dynamic.
- Building team resilience and a growth mindset.
- Celebrating successes and learning from failures as a team.
- Tailoring motivational approaches for a multi-generational workforce.

Unit Five: Sustaining Motivation and Measuring Success

- Developing long-term strategies for maintaining high levels of engagement.
- How to use employee engagement surveys and pulse checks effectively.
- Analyzing key metrics related to engagement, such as turnover and absenteeism.
- Creating a continuous improvement cycle for your leadership approach.
- Linking employee engagement initiatives to organizational goals and KPIs.
- Developing a personal leadership action plan for sustained success.
- Final course review and sharing of best practices.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

How can a leader effectively balance the need for extrinsic rewards with the cultivation of intrinsic motivation for long-term, sustainable engagement?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by moving beyond superficial motivational tactics to instill a deep, evidence-based understanding of the psychological drivers of human behavior at work. While many programs focus on a list of generic engagement activities, we concentrate on empowering leaders to become architects of a motivating environment. The curriculum is built upon a foundation of robust academic research, including the seminal work of figures like Daniel H. Pink, but translates these complex theories into practical, actionable leadership behaviors. A key differentiator is our emphasis on creating sustainable change. We do not just teach you what to do; we guide you on how to diagnose the unique needs of your team, design tailored interventions, and build a culture of intrinsic motivation grounded in autonomy, mastery, and purpose. The methodology is highly interactive, prioritizing case studies and role-playing over passive lectures, ensuring that participants leave not with a notebook full of theories, but with the confidence and skills to implement strategies that foster genuine, long-lasting employee engagement and drive measurable business outcomes.