

**Learn. Grow. Change the World.**

# Fundamentals of Motivating Employees

Enhance Employee and Organizational Well-Being

**Audience:** HR Professionals and Supervisors \ **Available:** Live Virtual or In-Person

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**You can support that employee's change  
of behavior and performance without  
exhausting the both of you.**

Employees are an organization's most vital resource. This 10-hour interactive workshop aims to provide HR professionals and supervisors a refreshing way of both "being and doing" when communicating with employees who are struggling with their behavioral and performance goals - a way that centers the well-being of the individual employee.

While learning how to integrate the elements of partnership, acceptance, compassion, and evocation, participants will be introduced to a communication style that reduces communication roadblocks with employees, builds trust and rapport, strengthens employee self-efficacy, and awakens an employee's own argument and motivation for changing and taking action.

This is an opportunity for HR professionals and supervisors to grow their communication toolbox and increase their emotional intelligence competencies as it relates to effectively developing others, managing relationships successfully, and leading with empathy and a service orientation.

## Learning Objectives

1. Understand what the research says about supporting individuals through change
2. Understand how to center the well-being of employees in a goal-oriented way through the elements of partnership, acceptance, compassion, and evocation
3. Learn and practice communication tools, techniques, and strategies of unlocking the personal motivation of employees to take action toward their professional growth and development

## Instructor

Angela Dash, PhD has over 20 years of leadership experience and is the President of The Pace Institute, LLC. It is her mission to support others in strengthening relationships and setting course in times of conflict, change, and opportunity and she does this through executive and professional coaching, group training, dialogue facilitation, and organizational conflict management consulting.

She has supported the growth and development of employees from organizations such as the State of Georgia, County of Los Angeles, Johnson and Johnson, Zillow, Spotify, and the New York Times and is known to be an evoker of greatness - supporting others in learning, growing, and changing the world.

## Sample Agenda

- Understanding Motivation
- Understanding and Responding to Ambivalence
- The Way of "Being" with Employees
- The Way of "Doing" with Employees
- Structuring the Conversation
- Small Group Practice
- Creating a Personal Development Plan