

**ENERGIZING PEOPLE FOR
PERFORMANCE**



GENTEX[®]
TRAINING CENTER



Introduction

Energizing People for Performance Training Course equips leaders and managers with practical tools to boost motivation, engagement, and productivity across their teams. Sustained high performance rarely happens by chance; it grows from leaders who understand what drives energy, commitment, and effort in the workplace. This course explores the psychological and practical drivers of motivation, including recognition, autonomy, purpose, and feedback. Furthermore, participants examine proven frameworks such as Self-Determination Theory and the Job Characteristics Model to understand what truly energizes people. As a result, attendees leave with actionable strategies to build energized, high-performing teams. Gentex Training Center designed this program to help professionals translate motivation theory into everyday leadership practice.

Energizing People for Performance Course Objectives

- Identify the core psychological drivers of motivation and workplace energy
- Apply Self-Determination Theory to strengthen autonomy, competence, and relatedness
- Use the Job Characteristics Model to redesign tasks for higher engagement
- Deliver feedback and recognition that reinforces sustained performance
- Diagnose signs of disengagement, burnout, and low energy within teams
- Build personalized action plans to energize individual team members
- Apply goal-setting techniques, including SMART goals, to sustain momentum
- Use engagement surveys and pulse checks to measure team energy levels
- Design reward and recognition systems aligned with intrinsic motivation
- Strengthen communication skills that inspire commitment and accountability

Course Methodology

- Interactive workshops combining theory with hands-on exercises



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- Case studies illustrating real workplace motivation challenges
- Group discussions and role-play scenarios to practice feedback delivery
- Self-assessment tools to evaluate personal leadership energy style
- Practical templates for goal-setting and recognition planning
- Short lectures introducing key frameworks and research findings

Who Should Take This Course

- Team leaders and supervisors seeking to boost team performance
- HR professionals responsible for employee engagement initiatives
- Middle and senior managers overseeing cross-functional teams
- Department heads aiming to reduce turnover and disengagement
- Project managers who rely on sustained team motivation
- Professionals transitioning into people-management roles

Energizing People for Performance Course Outlines

Day 1: Foundations of Motivation and Energy

- Define motivation, engagement, and workplace energy
- Explore Self-Determination Theory: autonomy, competence, relatedness
- Examine Maslow's Hierarchy of Needs in modern workplaces
- Identify intrinsic versus extrinsic motivators
- Discuss the impact of leadership style on team energy
- Assess personal energy and motivation patterns
- Review case studies of highly energized teams





Day 2: Understanding Individual Drivers

- Apply the Job Characteristics Model to task design
- Identify individual differences in motivation profiles
- Use motivation assessment tools and surveys
- Explore the role of purpose and meaning at work
- Analyze generational differences in workplace engagement
- Practice active listening to uncover hidden drivers
- Map team members' unique motivational triggers

Day 3: Feedback, Recognition, and Reward Systems

- Apply the SBI (Situation-Behavior-Impact) feedback model
- Design recognition programs aligned with intrinsic motivation
- Differentiate between monetary and non-monetary rewards
- Practice delivering constructive and reinforcing feedback
- Explore the psychology of praise and its timing
- Build a personalized recognition action plan
- Review common recognition program pitfalls

Day 4: Goal-Setting and Sustaining Momentum

- Apply SMART goal-setting techniques for teams
- Use OKRs (Objectives and Key Results) to align effort
- Explore the role of milestones in sustaining energy
- Address setbacks and motivation dips constructively
- Practice coaching conversations to renew commitment

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- Use pulse surveys to monitor engagement trends
- Build accountability structures that support momentum

Day 5: Building an Energized Performance Culture

- Design a team energy action plan
- Align motivation strategies with organizational goals
- Address burnout prevention and workload balance
- Develop leadership habits that sustain long-term engagement
- Create a personal follow-up plan for continuous improvement
- Present individual energizing strategies to the group
- Review key takeaways and course learnings

Conclusion

By successfully completing the Energizing People for Performance Training Course, participants will have acquired practical skills to diagnose motivation gaps, apply proven engagement frameworks, and design recognition systems that sustain high performance. Moreover, attendees will understand how to set energizing goals, deliver impactful feedback, and build a workplace culture where people consistently thrive. Gentex Training Center equips professionals with these tools to lead energized, resilient, and high-performing teams that consistently exceed expectations across changing business environments.

FAQs





Q1 What is the "Energizing People for Performance" course about?

This course focuses on the psychological and practical drivers of workplace motivation. It teaches leaders how to apply proven frameworks, such as Self-Determination Theory, to build energized, engaged, and high-performing teams that consistently deliver results.

Q2 What are the key benefits of the "Energizing People for Performance" course?

Participants gain the ability to boost team engagement, reduce turnover, and strengthen performance. Additionally, they learn to design effective recognition systems and feedback approaches that keep employees motivated, committed, and productive over time.

Q3 What skills will I gain from the "Energizing People for Performance" course?

Attendees develop motivation diagnosis, effective feedback delivery, goal-setting, and recognition-system design skills. These core competencies help leaders energize individuals and teams, sustaining performance even during challenging or high-pressure periods.

Q4 What tools, methods, or standards are covered in the "Energizing People for Performance" course?

The course covers Self-Determination Theory, the Job Characteristics Model, SMART goals, OKRs, and the SBI feedback model. These frameworks provide practical, research-based methods for diagnosing and improving workplace motivation.



Q5 How is the "Energizing People for Performance" course applied in real-world practice?

Participants apply frameworks directly to real team scenarios, practicing feedback delivery, goal-setting, and recognition planning. This hands-on approach ensures leaders can immediately energize their teams and reinforce sustained performance back at work.