Boosting Employees' Motivation:
Keeping them Motivated in the AI Age

- What are the most effective strategies to keep employees motivated when technology is replacing much of the human interaction at work?

- Do you know how to apply behavioural nudges to encourage motivation and productivity in your team?

- Would you like to learn practical ways to sustain employee engagement in the fast-changing AI-driven workplace?

Introduction

A highly motivated workforce is the cornerstone of organisational success, yet in the age of AI and automation, keeping employees engaged presents new challenges. As technology increasingly replaces face-to-face interactions, employees may feel disconnected, undervalued, or uncertain about their role in the future. Motivation in this context requires more than traditional approaches—it calls for innovative strategies that blend recognition, behavioural nudges, and a deeper focus on employee well-being. This program is designed to help leaders and managers foster motivation in ways that resonate in today's digital workplace. Participants will explore proven techniques for creating a sense of value and recognition, applying nudges that encourage positive behaviour, and building an environment where employees feel connected, empowered, and purposeful. By mastering these approaches, organisations can maintain a motivated workforce that embraces technology while staying committed to growth and performance.

Program Objectives

This training aims to:
- Understand why employee motivation is the key to be a successful manager.
- Encourage managers to discover how employees can feel engaged.
- Understand the actions successful managers take to foster employee motivation.
- Help managers feel motivated in their job and understand the impact it has on the quality of their output.

Learning Outcomes

After completing this program, participants should be able to
- Describe the difference between a satisfied, a motivated employee.

- Determine whether an employee's satisfaction emanates from their job role, the company, or both.
- Build motivation through increasing employees' sense of pride in both their role and the organisation.
- Discover what actions will build motivation with their employees.
- Understand the key behaviours that build employee motivation and their role as a manager in driving employee motivation.

Who should attend?

First-line management, middle management, senior management and anyone who want to be motivated and stay engaged to boost the organisation productivity.

Methodology

Case studies, forum discussion, role-play, presentations, gamification

Program Outline

Time	Day One
9.00am– 10.30am	**Starting Out: Journey of Motivation** In this module, the participants would learn the essential key for employee motivation. Two fundamental theories would be shared in this module that includes Herzberg's Theory Of Motivation and Maslow's Hierarchy of Needs. However, the participants would learn the irrational behaviour of the employees on motivation.
10.30am-11.00am	**Break and Networking**
11.00am-1.00pm	**Reinforcement as the Key of Motivation.** In this module, the participants would look into the history of reinforcement and its application. The participants would learn a basic strategy on how to use 4 steps behavioural motivation and motivation at the workplace
1.00pm-2.00pm	**Lunch Break and Networking**
2.00pm-3.30pm	**Personality and Motivation** Different people would be motivated differently. In this module, the

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	participants would learn how to identify employee personality types. From the understanding of employee motivation, the participants would learn the method of how to handle and motivate different employees.
3.30pm-4.00pm	**Break and Networking**
4.00pm-5.00pm	**Setting Objectives and a Personal Toolbox** In this module, the participants would relate objectives as well as employee motivation. The participants would learn how to set a SMART Goal and method to adapt to the environment. In addition, the participants would learn how to generate their motivation plan, encouraging growth in the organisation.

Time	Day Two
9.00am–10.30am	**Motivation On the Job** In this module, the employee would apply both intrinsic and extrinsic motivation factors at the workplace. The participants would start to learn how to create a strategy and plan to apply intrinsic and extrinsic motivation factors as the company strategy.
10.30am-11.00am	**Break and Networking**
11.00am-12.00pm	**Addressing Particular Morale Issues** Morale plays an essential role as the key to employee motivation. The participants would learn how to work with individual morale problems, address team morale, exactly what-to-do when the entire business is demotivated.
1.00pm-2.00pm	**Lunch Break and Networking**
2.00pm-3.30pm	**Behavioural Economics in Employee Motivation** In this module, participants would understand the illogical human behaviour by understanding various concepts such as altruism, anchoring bias, bounded rationality, default behaviour, expert bias, fairness and reciprocity, familiarity bias, fear of change, framing problem, hedonic adaptation, head behavioural, and others concept in behavioural economics.
3.30pm-4.00pm	

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	Break and Networking
4.00pm-5.00pm	**Nudging in Organisation Behaviour to create a Motivating Culture with Technology** In this module, the participants would learn how to apply nudging to form designed behaviour that creates a motivating corporate culture. The participants would learn how to create a sustainable motivating culture in the organisation. In this module, the participants would learn the application of technology to create a motivating culture in the workplace.

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