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COMpetences for INNovation in the metal sector

LEARNING OUTCOMES DEFINITIONS





Competences for Innovation in the Metal Sector

LEARNING OUTCOMES DEFINITIONS

Country:

Portugal

Institution:

Inovafor

Qualitification

Developers and Mobilizers of innovation within the working groups in Metal SMEs

EQF Level:

5-6

Learning Outcome:

Motivation

Definition of L.O.

Be able to recognize the importance of creating a workplace that inspires and supports employee motivation.

Units of L.O.

1. Conditions in today's workplace
2. Sustainable management
3. Reward and management of expectations
4. Communication to motivate





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Outcome Definition	be able to recognize the importance of creating a workplace that inspires and supports employee motivation			EQF level
UNITS of the Learning Outcome	Knowledge	Skills	Competence	
1. <u>Conditions in today's workplace</u> - workplace motivation - Workplace interaction - Internal and external factors	Identify what motivates people at work – definition and theory Recognize how to promote a more enjoyable workplace environment Recognize the importance of positive workplace interactions Identify the internal and external factors that underlie the definition of motivation Describe in detail the tasks that are developed in each job Recognize that all conscious behavior results from motivational forces and to understand theories that explain the diverse behaviors with respect to the organization (both functional and dysfunctional), that result from motivational states Recognize the type of strategies that are necessary to be implemented in the workplace	Distinguish the different motivations every person has for working	Create/build a motivational workplace Transfer in an appropriate way the key success-building behaviors. Create a successful strategic and development plan based on motivational behaviors Establish institutional and personal responsibility for assuring a good workplace condition	5-6



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2. <u>Sustainable Management</u> - General management and motivation - Motivational theories - Types and roles of motivation - Performance	Identify the general management principles that reflect a sustainable system Recognize the principles of the goal setting theory Recognize the principles of the Emotional Intelligence theory Recognize the rules for effective leadership and short-term wins Identify the psychological and personality types and roles within a team group Recognize how motivation influences performance Recognize an effective leadership based on short-term wins	Analyze the application of general management principles. Motivate sustainable activity and different levels of motivation Classify the motivation, intrinsic or extrinsic Distinguish the domains of emotional intelligence	Establish the general principles of sustainable management Determine and use the tools to build emotional intelligence Be connected to different personality types and roles of the team Apply an effective leadership based on short-term wins Control each step to determine the goals and make them visible to the all team	5-6



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3. <u>Reward and management of expectations</u> •Theories of motivation through rewards •Continuous improvement •Balance between social and professional life	Recognize the expectancy theory - valence, expectancy and instrumentality Identify the benefits of the Reward System as a way to inspire and energize people, recognize achievements Recognize the benefits of the Kaizen theory on continuous improvement	Interpret the expectancy theory Distinguish the balance between private life and professional life	Determine clearly the positive correlation between efforts and performance Evaluate and coordinate employees' expectations to meet defined goals Calculate and implement strategies that contribute to the balance between work life and private life Determine strategies that enhance overall performance to define the capability and performance Administrate reward s to team members and manage their expectations Use existing resources and not high-cost investments regarding Kaizen believes	5-6



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4. Communication to motivate	Recognize the principles of strategic communication and coaching Writing the agenda and number the tasks Active listening Identify the strategic communications and coaching building principles Identify triggers for change using motivational interviewing	Distinguish the importance of the communication to motivate Motivate through strategic focus Analyze the deeper levels not merely how to be more influential but what implicit and unchallenged assumptions we hold about motivation	Determine the benefits of strategic communication Evaluate and coordinate the influence steps related to communication skills and coaching Use the emphatic capacity Lead the discussion to solve problems in a structured manner	5-6

