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**Motivation Program to Improve Production, Performance, and Overall Employee Satisfaction.**

Nursing care of patients in End of Life diagnosis situations can often leave staff feeling emotionally drained. To recruit and retain competent staff to provide this specialized nursing care, a supportive and motivating environment is necessary. A motivation program was developed to provide managers the opportunity to brainstorm and develop new methods and strategies to support and encourage their staff.

Situational Leadership Theory was used to elicit input of management members and to allow for flexibility and group independence in formulating new motivation strategies.