



MOTIVATE AND BUILD A TEAM (3 DAYS)

THIS COURSE IS ACCREDITED TO UNIT STANDARD:

Title:	Motivate and Build a Team
Unit Standard ID:	242819
NQF Level:	4
Credit Value:	10

INTRODUCTION

Businesses with motivated workers seem to outperform those without. Research has shown that motivated teams of people outperform other teams by far, no matter how qualified the other teams are. Research has found that about 75% of a team or company's success will come from motivation and attitude, not from technical skills or knowledge.

If people are not motivated, it is highly unlikely that they will use their skills and talents to their best ability, and this will undoubtedly impact negatively on the business's bottom line.

Motivation is the key to performance improvement – there is an old saying that you can take a horse to water, but you can't make it drink; it will only drink if it's thirsty – so too with people. They will do what they want to do or are motivated to do.

This Unit Standard introduces the junior manager to the concept of motivation. It is intended for junior managers of organisations.

The qualifying learner is capable of:

- Explaining the importance of motivating a team.
- Demonstrating an understanding of self and team members in a workplace.
- Applying theories of motivation and group dynamics.
- Implementing a plan of action to strengthen a team.
- Providing feedback and recognising achievements.

COURSE CONTENT

Explain the importance of motivating a Team

- Reasons why motivation is important
- How to identify motivational indicators using theory and practice

Learning to understand and show an understanding of self and team members

- Identifying one's strengths
- Identifying areas for self-development based on reflection and feedback
- Identifying team strengths
- Identifying areas of development of the team based on observation and feedback

Applying theories of motivation and group dynamics

- Comparing two motivational theories
- Identifying elements of group dynamics according to theory and practice
- Looking at conflict, different team personalities, skills, culture, ethics, knowledge and power bases as influences on team dynamics

Implementing a plan of action to strengthen a team

- Obtaining commitment from the team to achieve an action plan
- Implementing and execution according to the action plan
- Monitoring and amending action plans as required

Providing feedback and recognising achievements

- The team leader's role in group dynamics reflection
- Giving individual feedback from observation
- Giving recognition to team members who contribute to team development

Personal Accountability & Commitment Plan

TRAINING APPROACH

The primary objective of our training is to ensure that the knowledge acquired is applied successfully, adding real value and **making a visible difference to work performance** in the business environment. The courses have a strong focus on an outcomes based approach and are facilitated on a highly interactive basis encouraging active delegate participation using:

- Role plays
- Break-away sessions
- Relevant business exercises
- Presentation
- Demonstrations
- Questionnaires
- Discussion activities and
- Case studies

High emphasis is placed on learning through 'doing' where learners are presented with real life and workplace case studies ensuring delegates develop knowledge and confidence to take their enhanced skills back into the business environment and apply them successfully. The group leaders are trained to create a comfortable atmosphere where delegates can evaluate themselves and their skills, generate ideas and solutions to problems and plan suitable growth in the workplace.

POST COURSE ASSISTANCE

“Contact the Coach” – Bridging Learning for Business Results

We offer a continued learning relationship providing **FREE** access to post course support to embed the knowledge gained. Our advisors are subject matter experts in each area of specialisation.



Delegates can “Contact the Coach” for support, information or assistance with additional questions regarding the application of theory covered during the course.

Personal Accountability & Commitment Plan

Kwelanga is determined to promote and encourage accountability and behaviour change once delegates return to the work place. A Personal Accountability & Commitment Plan is therefore included in each course presented.

Facilitators will guide delegates through the recording of action plan items and will encourage them to show their Personal Post Course Accountability & Commitment Plan to their up-line on their return to work so accountability is created. This tool will also be useful for monthly one-on-one development discussions.

On-Line Knowledge Hub

All delegates attending Kwelanga Training courses have **FREE** access to post course on-line resources. Up-to-date, convenient and easily accessible information, relevant to the programme attended, is available. Tools include case studies, articles, exercises and other valuable information which will reinforce course content and assist in transferring knowledge and skills to the workplace.



OUR COMMITMENT TO YOU ...

Kwelanga Training's Commitment

***To develop and inspire each individual to be the best that they can be.
To assist clients in the transfer of skills and positive behaviour change.***

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