

# LEADERSHIP

## MOTIVATING AND DEVELOPING TEAMS

**The Science and Strategy Behind Motivating High-Performing Teams**

US 242819 / NQF Level 4 / Non-Credit Bearing

***“Great leaders don’t push people forward; they inspire them to move”***

Motivation, like all emotions, isn’t something you can simply command. It’s a feeling that needs to be kindled, a spark that requires the right fuel. Yet, too often, leaders rely on surface-level incentives - bonuses, promotions, or even well-intended praise - without truly understanding what drives people at their core.

The psychology of motivation is powerful but misunderstood. Without a deep understanding of what fuels engagement and commitment, even the best-intentioned motivational efforts can backfire, leading to disengagement rather than inspiration.

This course takes you to the heart of motivation - how it works, why it matters, and what leaders can do to create an environment where people feel genuinely driven to perform. You will learn how to tap into the intrinsic motivators that empower individuals and teams, ensuring that your leadership fosters lasting commitment, resilience, and high performance.

### **WHO SHOULD ATTEND**

- Senior, middle, and junior managers
- Team leaders and supervisors
- Business owners
- Individuals progressing towards leadership positions

### **HOW YOU WILL BENEFIT**

- Understand the psychology of motivation and how it influences performance
- Strengthen your ability to inspire and empower individuals and teams
- Build a workplace culture that fosters engagement and accountability
- Learn techniques to create an environment where teams flourish
- Improve team performance through motivation, feedback, and recognition
- Develop strategies to enhance collaboration, trust, and resilience

Two-day course 08:30 - 16:00

Tel: (031) 267 1229

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## **WHAT WILL BE COVERED**

### **Fuelling the fire: What really drives motivation?**

- Motivation as an emotion with a behavioural outcome
- Why traditional motivation techniques no longer work - and what does
- The science behind what people need to feel engaged and driven

### **Know yourself, know your team: Understanding motivational triggers**

- The leader's role in shaping the workplace environment
- How self-awareness strengthens your ability to motivate others
- Evaluating your own and your team's motivation levels

### **From theory to action: Creating a high-performance culture**

- Applying motivation theories to build an environment where people thrive
- Understanding the impact of leadership behaviours on team motivation
- Using group dynamics to enhance collaboration and team synergy

### **Strength in strategy: Developing a plan for lasting impact**

- Identifying obstacles to motivation and implementing solutions
- Establishing regular team-building activities to strengthen engagement
- Practical techniques to address motivational challenges in teams

### **The power of recognition: Feedback that fuels performance**

- Why feedback and recognition are essential for motivation
- Delivering meaningful, constructive feedback that drives improvement
- Celebrating achievements to reinforce positive behaviours

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