



Excellect 209 (PTY) LTD Trading as

# NICORE

## Training and Development

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### MOTIVATE AND BUILD A TEAM

US 242819

NQF Level: 04

Credits: 10

### COURSE OVERVIEW



## **PURPOSE OF THE UNIT STANDARD**

This Unit Standard introduces the junior manager to the concept of motivation. This Unit Standard 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.

## **Specific Outcomes and Assessment Criteria:**

### **SPECIFIC OUTCOME 1**

Explain the importance of motivating a team.

#### **ASSESSMENT CRITERIA**

1. Reasons why motivation is important are explained with examples.
2. Indicators of motivation are identified, according to theory and practice.

### **SPECIFIC OUTCOME 2**

Demonstrate an understanding of self and team members in a workplace.

#### **ASSESSMENT CRITERIA**

1. Own strengths and areas for development are identified, based on self-reflection and feedback.
2. Strengths and areas of development of team are identified based on observation and feedback.

### **SPECIFIC OUTCOME 3**

Apply theories of motivation and group dynamics.

#### **ASSESSMENT CRITERIA**

1. Compare and contrast two theories of motivation with examples.
2. Elements of group dynamics are identified according to theory and practice.
3. An action plan to strengthen the team is compiled according to Standard Operating Procedures.

### **SPECIFIC OUTCOME 4**

Implement a plan of action to strengthen a team.

#### **ASSESSMENT CRITERIA**

1. The team leader obtains commitment from the team to achieve the action plan.
2. Implementation is executed according to the action plan.
3. Implementation of the plan is monitored and amended accordingly.

### **SPECIFIC OUTCOME 5**

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## Motivate And Build a Team

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Provide feedback and recognise achievements.

### **ASSESSMENT CRITERIA**

1. Group dynamics is observed and reflected on by the team leader, according to theory and practice.
2. Feedback is provided to each member of the team according to observation.
3. Recognition is given to team members who have contributed to the development of the team.
4. Feedback and observation is used to implement corrective action and provide changes to the action plan, where appropriate.