

Transformation: Great Motivator to Create Awareness and Influence

- Do you want to apply effective strategies to motivate transformation within your organisation?
- Do you know how to use behavioural intelligence to inspire and sustain motivation during change?
- Would you like to learn how to combine intrinsic and extrinsic factors to keep employees engaged throughout transformation?

Introduction

The role of a great motivator is crucial in ensuring that employees stay committed and energised during times of transformation. Motivation goes beyond financial rewards—it includes organisational policies, positive workplace relationships, work-life balance, and recognition of individual contributions. This program helps participants understand how to design and implement motivational strategies that address both intrinsic and extrinsic needs. By applying behavioural intelligence, leaders will learn how to influence mindsets, sustain interest, and build commitment across the organisation. Participants will also explore practical ways to maintain momentum through effective policies, supportive leadership, and structured feedback. By mastering these approaches, organisations can create an environment where employees remain focused, resilient, and motivated to achieve transformation goals.

Program Objectives

This program aims to

- Motivate employees at the workplace
- Provide strategy to formulate employee satisfaction
- Create commitment towards work

Learning Outcomes

After completing this program, participants should be able to

- Motivate and Change individual behaviour
- Create a high acceptance level of change in the organisation.
- Create organisation policy and administration, interpersonal relationships, salary and benefits, work-life balance and work condition to motivate employees.

Who should attend?

Officers involved in organisational change, transformation or corporate rebranding, human resource officers.

Methodology

Case studies, forum discussion, role-play, presentations, gamification

Program Outline

Time	Day One
9.00am– 10.30am	Revising Organisation Policy and Administration This is phase 1 in transformation - to implement maintenance factors. During this phase, the participants would be trained on how to revise and improve organisation policy and its administration in-line with the change initiative. This is one of the core areas to ensure the change becomes successful.
10.30am-11.00am	Morning Break
11.00am-1.00pm	Creating Healthy Interpersonal Relationship Human interaction plays an important role in initiating change. This module helps to improve the communication style both with technology and face to face interaction. By having a good interpersonal relationship, the change process would be easier.
1.00pm-2.00pm	Lunch
2.00pm-3.30pm	Revising and Enhancing Salary and Benefits Scheme For the corporate, the change process must be equipped with both intrinsic and extrinsic motivation. Hence, the participants would learn how to revise and propose a method according to the organisation budget and their vision and mission.
3.30pm-4.00pm	Tea Break
4.00pm-5.00pm	Constructing Work-life Balance and Work Condition The participants would learn methods to assess and evaluate the current work-life balance and work conditions. Then, the participants would need to create a strategy to improve the work conditions and create programs to improve the work-life balance in the workplace.

Time	Day Two
9.00am–10.30am	<p>Creating and Implementing Intrinsic Motivation</p> <p>In this module, the participants need to focus on personal achievement, personal growth, challenging / stimulating work and job responsibility as the organisation of creating intrinsic motivation among the employees.</p>
10.30am-11.00am	Morning Break
11.00am-12.00pm	<p>Creating and Implementing Extrinsic motivation</p> <p>In this module, the participants would learn how to apply recognition and career advancement opportunities as the tools to boost employees' extrinsic motivation. The participants would learn how to evaluate the current strategy, followed by proposing activities to increase extrinsic motivation.</p>
1.00pm-2.00pm	Lunch
2.00pm-3.30pm	<p>MSC as the Tools for Great Motivator</p> <p>In this module, the participants would look into the factors that motivate the employee to work, the satisfaction in work and commitment towards work. These three elements are important to ensure the success of the change process.</p>
3.30pm-4.00pm	Tea Break
4.00pm-5.00pm	<p>Creating High-Performance Level</p> <p>In this module, the participants would learn the relationship between performance and motivation and capability. The impact of increased motivation can increase the rate of performance. Enhancing the skills or capability alone creates a low impact of change in the organisation.</p>