



Proposal for
Personal Change & Transformation
Motivation- Attitude- Behavior

Motivation

Employees are motivated;

- In part by the need to earn a living and partly
- By human needs for job satisfaction, security of tenure, and the respect of colleagues.

The organization's reward system (pay fringe benefits, job security, promotion opportunities, etc) may be applied to the first motive and job design to the latter. Much research has brought to discover the sources of motivation at work, but no definitive conclusions have emerged—it seems that many factors motivate individuals. Central to all theories in motivation is the concept of *need*, and how people seek to justify their perceived requirements.

Attitude towards Work

In modern industrialized societies most people have to work whether they like it or not. Whoever they are working for, in reality they are working for themselves. Work provides income, social status and a means whereby individuals become involved with society. The fact work brings people into contacts with others is itself a powerful motivator in making them want to work. Not only does unemployment cause reductions in workers' income but it also serves many of their links with society. Thus, social factors (as well as pay) are relevant to the incentive to work.

Few people claim to have found the perfect job; all jobs involve some routine work or unenjoyable activities. Monotonous, uncreative work does however cause special difficulties, including boredom, frustration, and alienation.

The Nature of Work

Certain types of work provide employees with opportunities for creativity and the exercise of initiative (managerial work for example) and those who undertake such work typically derive greater satisfaction from its completion. For others, however, work can be drudge, neither enjoyable nor satisfying, just something that has to be done. The latter situation is particularly unfortunate in situations where individuals are in jobs which are clearly unsuited to their abilities, aptitudes and perspectives. To the extent that people are well adjusted to their jobs, their morale, effort and efficiency is enhanced.

Individual Differences

Each person enters the labor force possessing a particular stock of attributes. People have differing levels of ability, differing personalities, interests and temperaments. Individuals are dissimilar in their physical appearance, voice, and manner. Certain people seem to possess natural aptitudes for particular tasks (those requiring manual dexterity or mental arithmetic for example) and individual personalities are unique—some people are introverted, others extrovert, some are sociable, other happiest when working alone. Work requires social behavior –cooperation, supervision, interpersonal bargaining, assessment and appraisal of others. Thus, social skills are needed to cope at work.

Self-Image & Behavior

Self-image is important for understanding attitudes towards work because the ideas people hold about themselves affect their behavior. Individuals tend to act in ways that conform to their self-identities. Self-image is important too for helping individual's choose particular lines for work. Self-image and occupation are to some extent interdependent.

Program Objective

The program aims to equip participants who want to learn what it takes to lead effectively as a Supervisor. Upon the completion of the course the participants will gain knowledge and skills that are very essential to be efficient in their field of work.

Participants will be able to:

- Analyze the reasons why people work and recognize the implications for motivation and performance in the work place.
- Recognize the symptoms
- Apply the principles of quality management of work space to improve staff motivation.
- Identify the role (leadership style) of the manager in the work place.

Your life does not get better by chance,
It gets better by change.



<h2 style="text-align: center;">Personal Change & Transformation</h2>	
Session 1	<p>Personal Change & Transformation</p> <ul style="list-style-type: none"> • Problem versus Solution • Why Change? • Change Versus Transformation • Self as the Source of change/transformation • Great Minds on Change • Analogy of the Eagle • Knowledge-Skills-Desire: Sustainable Change
Session 2	<p>Motivation</p> <ul style="list-style-type: none"> • Objectives • The process of Motivation • Types of Motivation • Motivation Versus Empowerment • Different Folks-Different Strokes • Basic Concepts of Motivation • Financial/Non-Financial Rewards for Motivation • Basic Needs genetically structured • Achieving High levels of Motivations
Session 3	<p>Attitude Towards Work (Behavior)</p> <ul style="list-style-type: none"> • Attitude & Behavior are Interrelated • Concept Versus Reality • Attitude towards work: Boredom-Frustration-Alienation • The Choice Theory (Taking responsibility for one's own actions)
Session 4	<p>The Nature of Work:</p> <ul style="list-style-type: none"> • Individual differences—Managerial Work • The Impact of Individual/Group Counseling at work • Job design • Participation • Promotion • The Human Mind-Brain Interrelated • Managing your emotions <p>Self-Talk: From Negative Thinking to Positive Thinking</p> <p>Mindfulness: Presence of Mind</p>



Trainers

Mr. Bikal Prasad Sherchan -Life Coach/ Consultant Personal & Leadership Development

Mr. Sherchan is an educator, motivator, and a Life Coach. He has founded the Mount Annapurna School, Junior Citizen's Academy, Mount Annapurna Science Campus in Pokhara, under personal funding and initiative and is one of the Promoters of the Gandaki Medical College in Lekhnath Municipality, Kaski, Nepal. After having served as the Founder, Principal and Director in the above three educational institutions for 28 years, he has co-founded the National Institute for Leadership Development Pvt. Ltd. with Mrs. UshaMalla Singh in Kathmandu with the mission to design, educate, and develop new generation of conscious, visionary, audacious, and committed leaders since Nov. 2005. His passion to individual and organizational transformation is an extension of his 30 years of active participation and experience in the field of education, personal and leadership transformation, and commitment to strengthen and institutionalize democracy in Nepal.

Mr. Sherchan has been actively involved and served Nepal Jaycees from his founding days of Pokhara Jaycees in April 1975 as the Chapter Secretary to the post of the National President in 1990. He has a Masters of Sociology degree from the Agra University, India. He has travelled to the U.S.A, Japan, Hong Kong, Singapore, Bangkok, and India, in order to train and educate himself. His current area of interest, study involves consulting and coaching corporate, educational, social, and political leaders to succeed in coaching their team members to perform at their peak. He is also passionately involved in designing and leading workshops for couples and those in committed relationships to reinvent the meaning of love so as to experience intimacy in their relationships, which he believes is the critical for peace and happiness.



Program Detail

Target : Drivers, Messengers & Guards

Date : 11th November 2017

Time : 09:30am to 17:00pm

Duration : 1 Full Day

Venue : NBI Hall, Naxal, Kathmandu.

Ms. Usha Malla Singh

Coach/Consultant Women & Youth Leadership Development

Mrs. Singh is a Motivator, Coach and Consultant and focuses on women & youth leadership development programs. She is the Co-Founder, Senior Partner & Director of the National Institute for Leadership Development Pvt. Ltd. in Kathmandu. She has undergone trainings in communications, leadership, quality school program, personal and organizational development and direct experience in media marketing from various mentors and organizations over the past decade.

She has an excellent communication, relationships and presentation skills with 12 years of experience/expertise from the field of entrepreneurship, education and human resource development. She is a consultant to Demo-Finland on consulting and training women's political leadership development. Inspired and passionately involved in developing the next generation of *conscious* youth leaders today.