



## MOTIVATE AND BUILD A TEAM – US 242817 - NQF LEVEL 4

Duration: 2 days + 1 day follow up  
Target: Candidates competent in NQF Level 3  
Prerequisite: NQF Level 3  
NQF Info: NQF Level 4  
Qualification: Contributes towards FET Certificate in Generic Management  
NQF Level 4  
Credits: 10  
Certification: MERSETA accredited

Unit Standard:  
➤ Motivate and Build a Team [US242819]

Course Objective:  
To enable the learner to:

- Explain the importance of motivating a team.
- Demonstrate an understanding of self and team members in a workplace.
- Apply theories of motivation and group dynamics.
- Implement a plan of action to strengthen a team.
- Provide feedback and recognising achievements.

Outcomes: At the end of the course the learners will be able to :

- Explain the importance of motivating a team.
- Demonstrate an understanding of self and team members in a workplace.
- Apply theories of motivation and group dynamics.
- Implement a plan of action to strengthen a team.
- Provide feedback and recognise achievements.

Contents:

- Reasons why motivation is important are explained with examples
- Indicators of motivation are identified, according to theory and practice.
- Own and team strengths and areas for development are identified, based on reflection, observation and feedback.
- Strengths and areas of development of team are identified based on observation and feedback.
- Compare and contrast two theories of motivation with examples.
- An action plan to strengthen the team is compiled according to Standard Operating Procedures.
- Implementation is executed according to the action plan.
- Implementation of the plan is monitored and amended accordingly.
- Feedback and observation is used to implement corrective action and provide changes to the action plan, where appropriate.

Assessment and Certification:

- Ongoing assessment is conducted throughout the training programme. These comprise of daily tests, exercises, and roleplays.
- Summative assessment includes exams, and assignments.
- Practical, theoretical and workplace experience assignments are included with specific assignments to be submitted within two weeks following training.
- Exams are written after completion of the training programme
- One follow up day is required to give feedback on assessed assignments. A PFSA Certificate of Competence is issued to successful candidates.
- Relevant credits may be awarded to successful learners upon MERSETA due approval process.

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