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# **Motivating Self and Others in the Context of Government Organizations : Challenges involved**

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Ascent Leadership & Management Consultants (P) Ltd.

**Empaneled Consultant & Coach in TISS, Mumbai**

**QUALIFICATIONS:**

- 2-year PGDM from IIM, Bangalore
- Certificate Course on OD & Change Management from LEEDS University, UK
- Certified Lean Management Consultant from LMII, India

**EXPERIENCE:**

- 30+ years of experience as a consultant and in practice
- 18 years as Unit HR head in HMT - handled Change management, introduced several initiatives like Performance Management Systems, Participative Management scheme, Japanese 5S and Kaizen.
- Over 15 years of Consulting and Training experience

**ENGAGEMENT**

- Associate Consultant with the World Bank, DFID, ADB, Deloitte, UNDP, TISS

**AREAS OF EXPERTISE**

OD, Strategy, Policy, Change Management , HR, Lean and Kaizen



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**KEY ASSIGNMENTS HANDLED:**

**CONSULTING & TRAINING:**

- Design and Delivery of Leadership workshops at SBI, UBI, PSB, Canara Bank, LIC, ITC, Dr. Reddy's, NALCO, IIL, Berkadia, NFL, Andhra Bank, GE –BHEL, NTPC, TATA Projects etc.
- Strategic Policing Plan for AP and TS Police
- Change Management initiatives in Cyberabad Police
- IAS curriculum review and revision to LBS National Academy of Administration in Mussoorie
- State Affordable Housing Policy for AP, Telangana, Assam, Sikkim & West Bengal
- Design of Municipal Cadres at All India level
- Strategic Plan for Ministry of Social Solidarity and National University of Timor Leste
- Formulation of Medical Service Rules for MNJ Cancer Hospital and RIMS
- Competency Mapping for Global leaders of Sanofi
- Organizational Climate Study for Berkadia
- Employee Engagement interventions for Berkadia
- Organization Diagnostic Study in Indian Immunologicals Limited

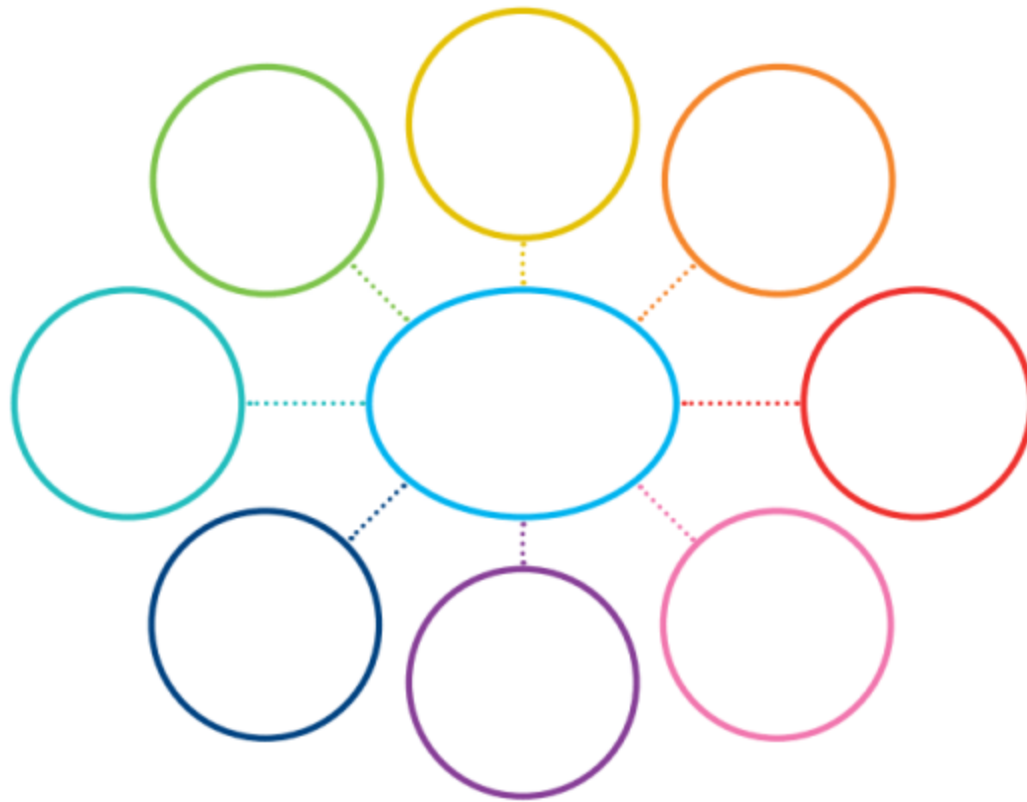


# Understanding Motivation



# What makes you tick?

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Let's Mind map...

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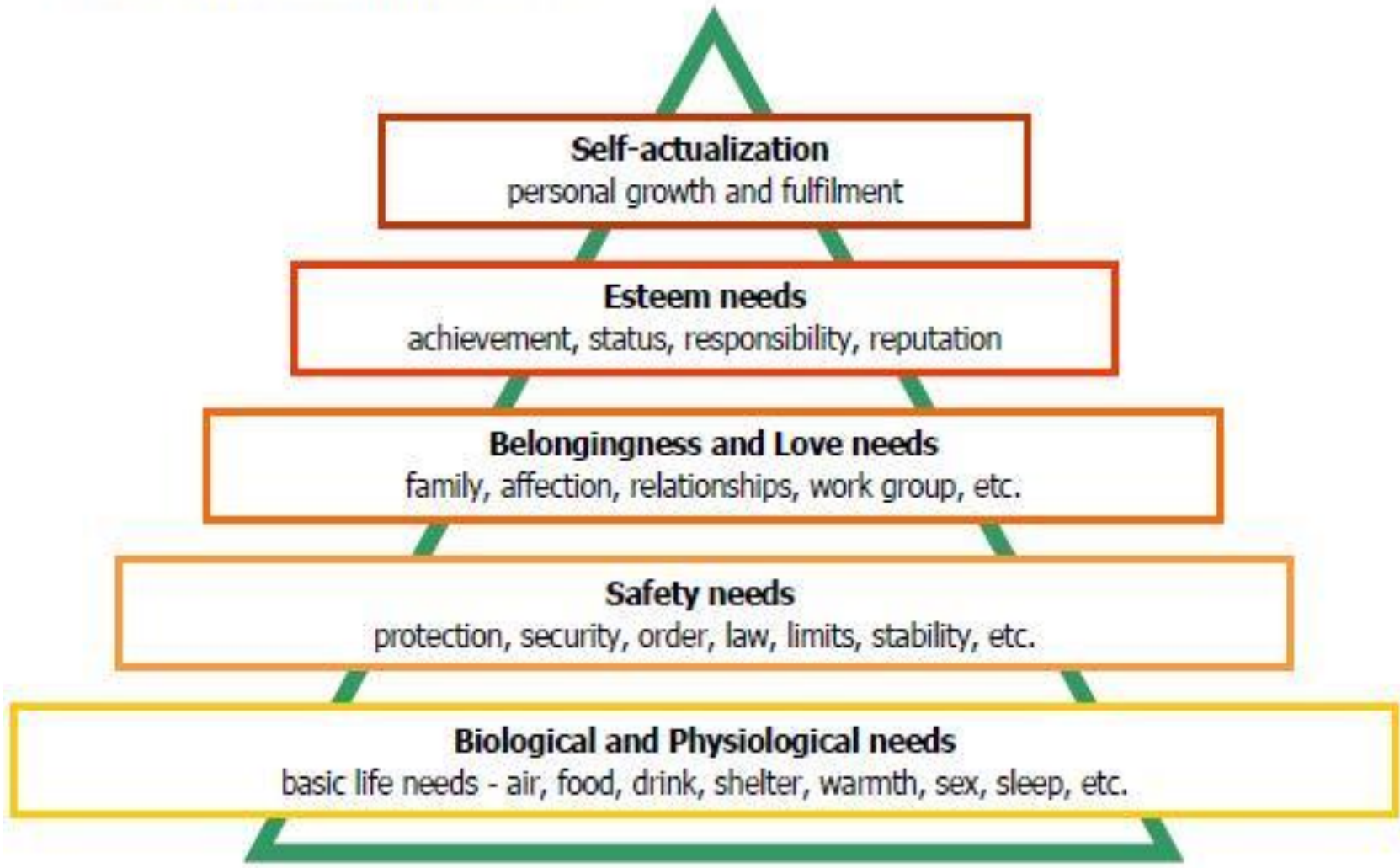
# Basic definition of Motivation

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- A "motive" is the reason you do something.
- Self-Motivation is the inner drive of an individual to do something
- "Motivating Others" is getting others to do something.
- A "motivator" is a person who can get others to do something.
- Employees who perform for fear are working on negative motivation
- Employees who perform for receiving incentives work on positive motivation
- People who work for self satisfaction are 'intrinsically motivated'
- People who work for external factors are 'extrinsically motivated'



## Maslow's Hierarchy of Needs



# Understanding Human Motivation

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Maslow's hierarchy of needs

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# 4 kinds of motivation



\* These 3 don't work - and yet companies keep using them.

† Only this one creates positive, sustainable motivation.



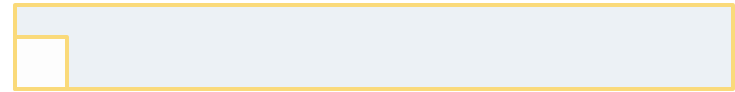
# Two-Factor approach

## Hygiene factors



- Job security
- Salary and perks
- Promotions etc.

## Motivators



- Sense of achievement
- Job satisfaction
- Variety in work etc.

**Herzberg's Motivation-Hygiene**



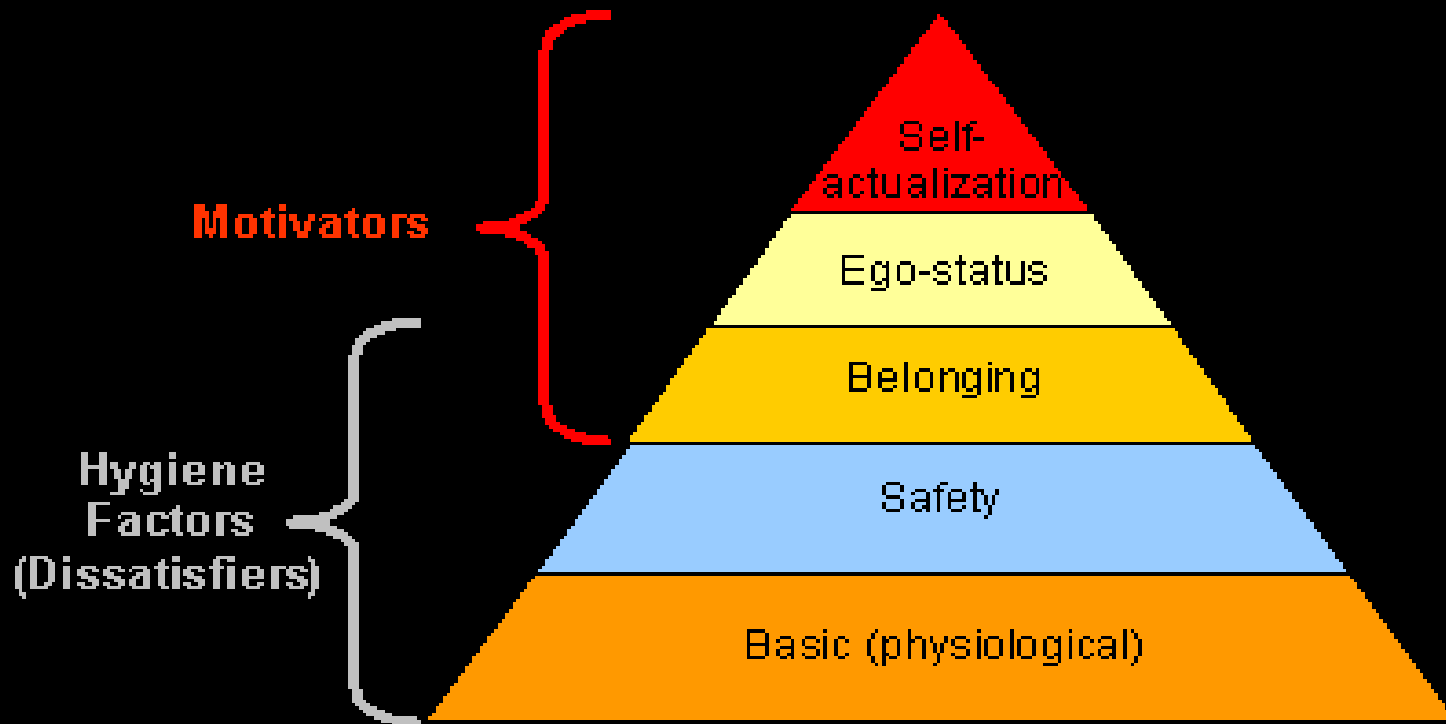
# Herzberg's Two Factor Theory

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# Motivation: Maslow's Hierarchy of Needs & Herzberg's Motivation-Hygiene Theory

Five needs systems which account for most of our behavior



# Motivating in the context of Government organizations

*What are the challenges involved in  
motivating self and others in the  
government work environment?*

How will you motivate yourself in the workplace?



How will you motivate your team members?

# 1. Set a major goal, but follow a path



The path has mini goals that go in many directions. When you learn to succeed at mini goals, you will be motivated to challenge grand goals.

## 2. Finish what you start

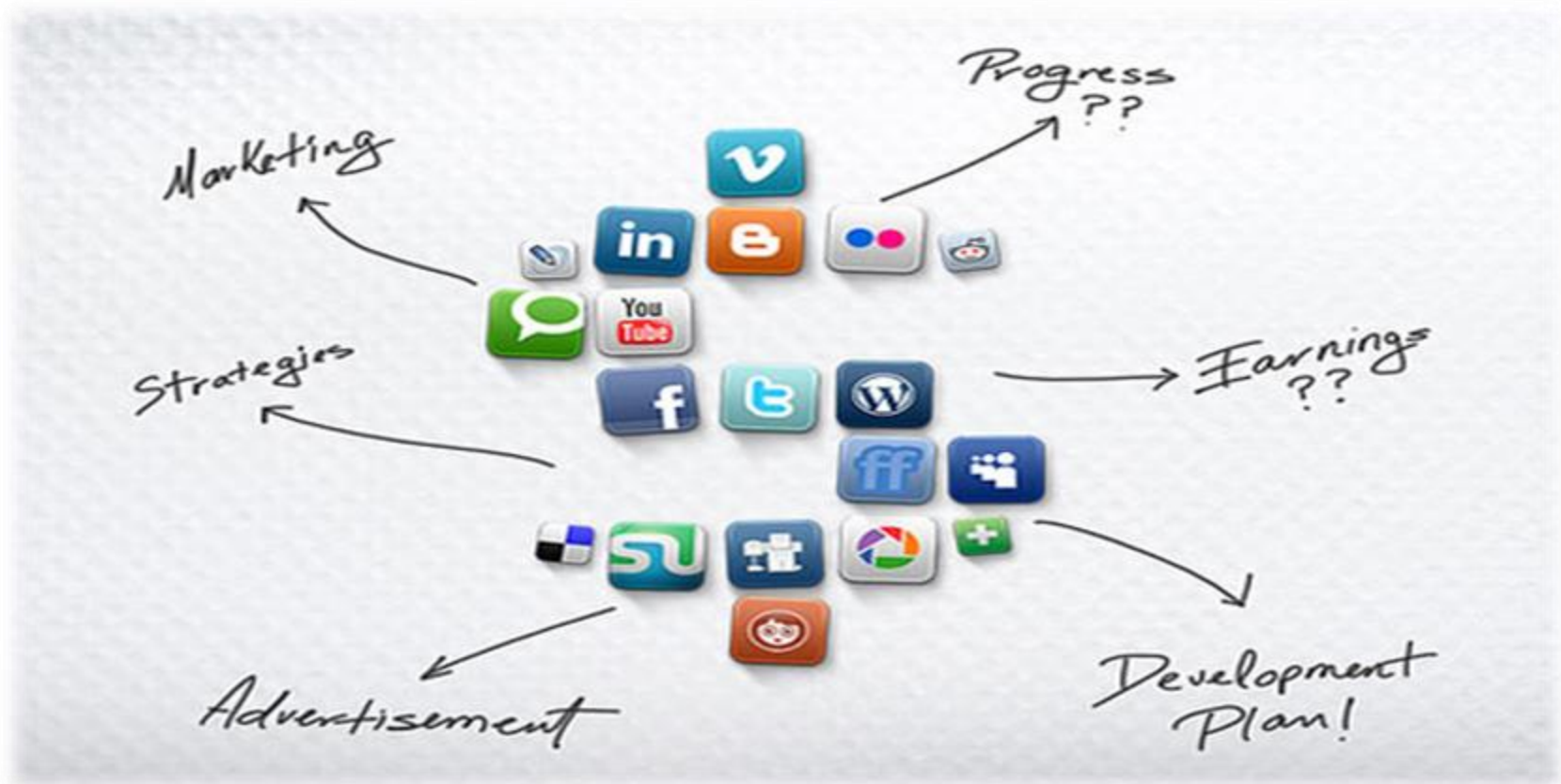


A half-finished project is of no use to anyone. Quitting is a habit. Develop the habit of finishing self-motivated projects.





### 3. Network with others of similar interest



Mutual support is motivating. We will develop the attitudes of our five best friends. If they are losers, we will be a loser. If they are winners, we will be a winner. To be a cowboy we must associate with cowboys.

# 4. Learn how to learn

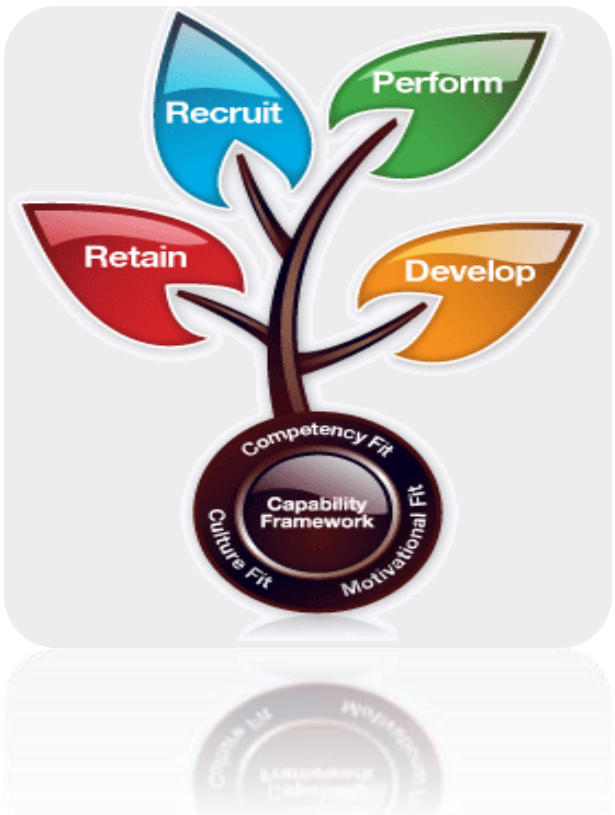
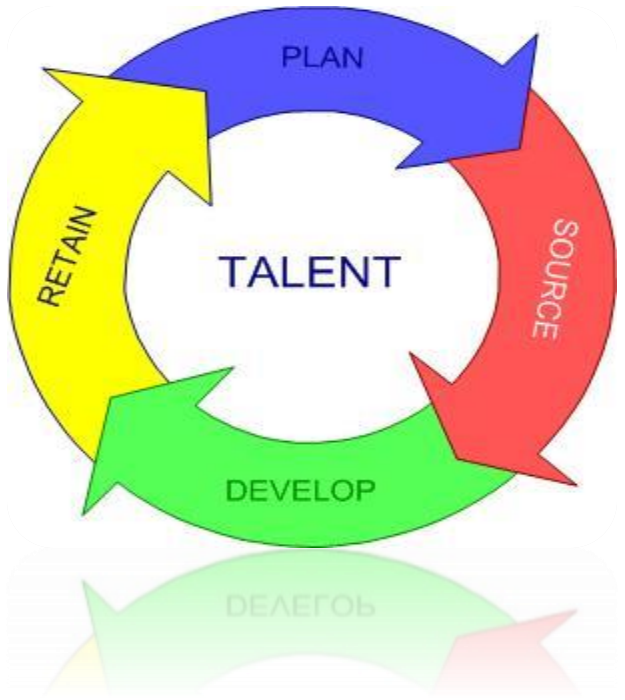
**LEARN**



Dependency on others for knowledge supports the habit of procrastination. Man has the ability to learn without instructors. In fact, when we learn the art of self-education we will find, if not create, opportunity to find success beyond our wildest dreams.

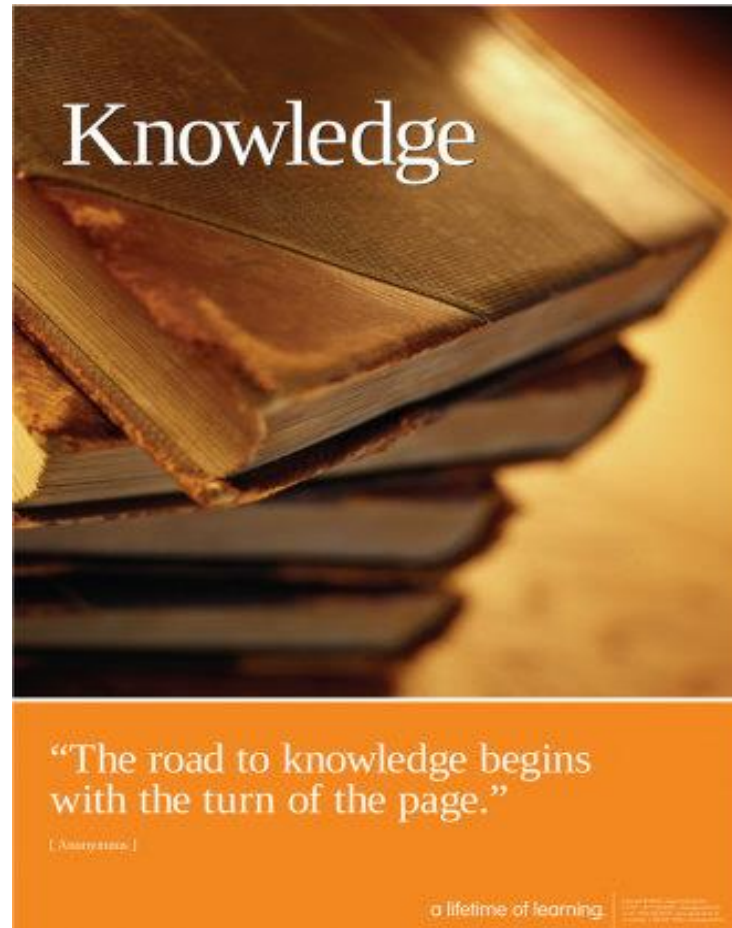


# 5. Harmonize natural talent with interest that motivates



Natural talent creates motivation, motivation creates persistence and persistence gets the job done.

# 6. Increase knowledge of subjects that inspires



The more we know about a subject, the more we want to learn about it .A self-propelled upward spiral develops.

# 7. Take risk



Failure and bouncing back are elements of motivation. Failure is a learning tool. No one has ever succeeded at anything worthwhile without a string of failures.

~~im~~possible  
~~in~~able



