

**Domain
Title:****METALLURGICAL PROCESSING - CORE
Apply the concept of motivation in a
leadership context****Level: 4****Credits: 6****Purpose**

This unit standard is intended for those who carry out metallurgical processing operations in a leadership context. People holding credit for this unit standard are able to: Demonstrate knowledge of the concept of motivation; apply theories of motivation in a leadership context; apply techniques to enhance self-motivation and leadership performance; and apply strategies to motivating others in a leadership context.

Special Notes

1. Assessment evidence may be collected from a real workplace or a simulated workplace in which processing operations are carried out.
2. Regulations and legislation, including subsequent amendments, relevant to this unit standard may include but are not limited to the following:
 - Labour Act, No. 11, 2007
 - Mineral Act, No. 33, 1992
 - Mine Health and Safety Regulations, 1999
 - Regulations relating to the Health and Safety of employees at work, 1997 and all industry specific regulations, legislations, code of practice, or code of conduct.

Quality Assurance Requirements

This unit standard and others within this subfield may be awarded by institutions which meet the accreditation requirements set by the Namibia Qualifications Authority and the Namibia Training Authority and which comply with the national assessment and moderation requirements. Details of specific accreditation requirements and the national assessment arrangements are available from the Namibia Qualifications Authority and the Namibia Training Authority. All approved unit standards, qualifications and national assessment arrangements are available on the Namibia Training Authority website www.nta.com.na.

Elements and Performance Criteria**Element 1: Demonstrate knowledge of the concept of motivation****Performance Criteria**

- 1.1 The term motivation is defined and explained by using examples.
- 1.2 Motivating triggers are described by using examples.
- 1.3 The impact of motivation and demotivation on performance levels is explained.

- 1.4 Typical indicators for measuring motivation levels are identified and selected for a leadership context.

Element 2: Apply theories of motivation in a leadership context

Performance Criteria

- 2.1 Any two theories of motivation are compared in terms of how each enables people to be motivated in both the personal and work environment.
- 2.2 A theory is chosen and explained in terms of its application to self in the context of a work environment.
- 2.3 A theory is chosen and explained in terms of its application to a team in the context of a work environment.
- 2.4 In the context of a work environment an action plan is compiled to motivate self and others based on the chosen theories.

Element 3: Apply techniques to enhance self-motivation and leadership performance

Range

Leadership principles and skills may include but are not limited to resilience; consistency; goal setting and creating new challenges; creating and enabling environment.

Performance Criteria

- 3.1 Self-motivation levels are analysed and motivational problems areas identified in relation to leadership abilities.
- 3.2 In the context of leadership performance a plan to enhance self-motivation is outlined and implemented within a given timeframe.
- 3.3 Techniques for sustaining self-motivation are identified and implemented in a leadership context.
- 3.4 Leadership principles and skills are applied to enhance self-motivation in work context.

Element 4: Apply strategies to motivating others in a leadership context

Performance Criteria

- 4.1 The techniques that leaders can use to motivate a team are identified and applied in own work context.
- 4.2 The importance of leading by example is explained.

- 4.3 The importance that recognition, information, communication, empathy, decision-making and environment plays in motivating others are described by using examples.
- 4.4 The importance of creating a positive, conducive environment is explained in relation to motivation.
- 4.5 Feedback mechanisms are identified and applied in order to effectively motivate others.
- 4.6 The concept of empowerment is described as it relates to the motivating others in a leadership context.
- 4.7 The role of personal success in inspiring self and others is described by using examples.

Registration Data

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