



MOTIVATING THE UNMOTIVATED

Motivation Techniques For The 21st Century
Managers of Human Resource

A Collection of Lectures on Self Development

Dr Ram Lakhan Prasad

About the Author Dr. Ram Lakhan Prasad

There is a relatively small segment of HR leaders in the commercial and industrial world; individuals who seem able to build harmonious relationships, trust, and rapport with almost anyone, and then are able to broker the relationships and make connections between people, creating partnerships and alliances, and motivating forward momentum to get things done.

Dr Ram Lakhan Prasad is one of those people, and getting things done and driving results through collaboration, partnership and relationship from his experience as Director of Human Resources of a 500 plus company is what he is all about. With an enthusiastic and genuinely friendly attitude, Dr Prasad radiates a sincere passion for delivering value and benefits to his clients.

A teacher by training, he earned his professional qualifications from reputable tertiary institutions in UK, USA, Fiji, Australia, UK and NZ. After twelve years of teaching, ten years as a curriculum developer, advisor and evaluator, he joined an internationally recognized enterprise as the Director of Human Resources. He was responsible for acquisition, development and management of over five hundred employees.

His contributions centered on spearheading development and delivery of training and management programmes for various sections of the enterprise. Throughout it all, Dr Prasad has repeatedly proved his ability to lead through diverse and challenging situations.

Today, although Dr Prasad has retired from all active involvement, he continues to do consulting work and providing advisory services as part of the i-HR Consulting Sdn Bhd Advisory Board to various organizations. He also spends time producing professional material and doing creative work on specific as well as general issues. His professional books, novels, short stories, poems and other articles are all published in various forms.

Motivating the Unmotivated

One of his revealing services has been to motivate and inspire young entrepreneurs and youths involved in community services. For him any motivation minus workable strategies is equal to frustration. So he feels that continuous adjustment and addition to our profile make us an ardent achiever and sharpen our executive, social and all other instincts.



Dr Ram Laxhan Prasad

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Motivation Techniques For the 21st Century Managers

A Collection of Lectures presented by Dr
Ram L Prasad, Human Resource Director,
Consultant and Educationist.

These are the experiences of a person
who said “I Can” and “moved
mountains”. Over the years he
presented these lectures at many
corporate and youth talent development
seminars of various organizations like
the Rotary, Rotaract, Lions and Other
Youth Clubs in Australia and Fiji.

Introduction

Motivation is not only making people do things, it is making people do things with greater enthusiasm. People have minds of their own, and it is their perception of the world that makes them decide to move or not to move, to be motivated or not to be motivated, but there are a few things we can do to influence them.

Therefore, it is important to note that people need positive reinforcement in life so that we can make them feel that they are doing the right thing and are moving in the right direction.

While motivating the unmotivated has been an important function of all our managers and supervisors of the work force, often times this vital responsibility has not been performed well enough. Hence, the commercial as well as the private sectors have wanted some relevant changes in the system.

We do have our share of these unmotivated workers at all our work places and on many occasions we get frustrated because we are not able to do much to motivate them to show their peak performance at all times.

The good news is that these types of workers can be motivated but we need to do our needs analysis and work according to their individual needs by developing different prescriptions for particular types of unmotivated workers.

Some of these lectures have ideas to tackle the problem. Of course, these are not the only solutions because many managers can do better.

Lecture 1

Motivation For 21st Century

'Motivation is not only making people do things, it is making people do things with greater enthusiasm. People have minds of their own, and it is their perception of the world that makes them decide to move or not to move, to be motivated or not to be motivated, but there are a few things we can do to influence them. Therefore, it is important to note that people need positive reinforcement in life so that we can make them feel that they are doing the right thing and moving in the right direction.'

I think that a more successful person is the one who went ahead and did the thing the rest of us never quite got around to doing. But we can be motivated to catch up with whatever we missed in our life. So there is hope of making our commercial, industrial and the private sectors perform even better and give the services that are appreciated by the public or consumers.'

I wrote this in my introduction and I emphasize it again that to motivate the unmotivated is not an easy task because it requires continuous action and inspiration that should change the life of any performer anywhere, any time and any way.

Working as a teacher and human resource development personnel for over four decades has encouraged me to conduct various research studies, conduct needs analysis, do professional reading, present papers and speeches and display leadership qualities at numerous work stations, seminars, international conferences and social gatherings around the world. These in turn have enriched my life and I am deeply indebted to my colleagues, friends and family members for my personal development and knowledge.

Now that I have retired from active work life I think it is appropriate to plough back some of my own knowledge and skills that I have accumulated over the years to motivate everyone to keep moving ahead with vigour and brilliance in their daily activities. These series

of presentation can assist people in need of ideas for motivating the unmotivated in the 21st century.

The subject that I have chosen for my presentation is “Moving Ahead With Self-Motivation” and I hope to cover various aspects of this topic and reveal how the knowledge and skills relating to motivation can enrich people’s own life and daily activities thereby making these attributes rub-off to benefit other colleagues and work mates.

I have found out that anyone who wants to be successful in the twenty first century has to take initiative and learn to be firm, fair and functional. It is increasingly realized that the path of human success and development begins within a person. So to thrive on the challenges that lie ahead one has to constantly and continuously pioneer, create, develop and construct ones future route if proper progress, prosperity and peace are the intended objectives.

You would definitely agree with me that our life should be a adventure, an ongoing series of rich experiences, a process of setting realistic goals and achieving fulfilment by realizing these aspects. We would certainly appreciate it if everyday can bring a spiritual triumph to us like the bright and warm sun bursting through the dark clouds.

People who aim to be effective, efficient and successful in life have to gradually learn to meet the current and future challenges of their lives by first taking a hard, careful and serious assessment of their daily activities and themselves. My own finding is that those of us who take time to continuously and constantly evaluate our daily living and examine ourselves thoroughly and without prejudice are able to detect their own strengths, weaknesses, talents and opportunities.

My aim is simple. I want to help people to penetrate the fog, clear the clouds and look into their inner self to grasp their confidence, their success orientation and the radiance around them. Many people have done this and so can everyone around us.

This self-realization or the deeper knowledge of our self adequately and strongly equips us to search and find workable ideas; solutions and strategies to further improve our performance and competence. However, those of us who have many untimely needs and demands, disorganized attitudes and uncontrolled timetables and schedules, are not able to look inwards and assess our daily living critically. Consequently we meet many failures and insurmountable problems. In the circumstances we can only put the blame on ourselves.

If self-assessment is not high on the agenda of our daily living and we are not able to give high priority to this aspect then definitely we would not be able to take full advantage of the many glaring opportunities that knock at our door continuously. Thus the multiple golden opportunities grow smaller and smaller and get lost in the terrible darkness of our lives. They become our threats, weaknesses, difficulties and cause a lot of negative growth within our environment and us.

Some people learn to get up and go without much pushing and encouragement because they have done their self assessment and have a definite objective in life but there are many of us who require the art and skills of self motivation because we lack the necessary discipline, knowledge and enthusiasm.

Knowledge is our power and information is our technology of the future therefore we need to be fully motivated to take the advantage of all the opportunities that lie ahead in our path. Knowledge of who you are and the information about the people, places and practices make us fully prepared to face the world we are going to live in the future.

Anyone who loves change, has desire for fast paced innovation and become a thrill-seeker is definitely ready to be motivated. To learn to motivate yourself is one of the best prescriptions for moving ahead and excel further in your chosen profession or trade. Motivated people are certainly peak performers and high achievers ready to move ahead with vigour.

While working as a human resource practitioner I always had a strong dislike for individuals who were not performing well and I developed a deep desire to improve their skills, talents and outlook. I successfully managed to change people attitudes to work and life generally. I was happy to transform them by giving them the necessary tools of self-motivation.

I was successful because I developed a strong positive mental attitude. I was successful because I took success as a ladder and not an escalator. My success came to me because for me success was not a destination but a long, continuous, exhilarating and pleasant journey. Then I took a lesson from a wheelbarrow and learnt to lift myself up from the right end and keep pushing in order to be successful. Of course, like a turtle I had to learn to stick my neck out in order to move forward.

The ideas and suggestions contained in my presentation have come from various sources- my personal experiences and practices, my interactions with motivated leaders and people, my active participations in family and community life and my own thoughts and professional reading. We all can do these things and make our lives full of meaning and purpose.

These ideas can be put to many uses. You can get all the needed information about your success points. You will learn to get up and go to achieve your goals. You will learn to think positively to keep your progress sound alive and solid.

You as a reader have a very well constructed ladder in front of you. It is not visible now but as you read the episodes page by page you will be able to appreciate and master these ideas and suggestions to learn to rise higher and higher in your daily life. The greatest thing to remember here is that a journey of a thousand miles begins with the first step. You alone will have to decide to take that essential first step to read and then it will lead you to rise, grow up, enrich yourself and become a motivated person.

This presentation has its beauty but it will only be revealed to the one who reads this with open mind and appreciates my intentions. After reading this you will say “I Can”.

There are many lessons that we can learn from our rich experiences. One lesson that I learnt early in life was to work hard and it has always paid me heaps of dividends. In order to do this successfully we need to be brave, determined and focused. Do all your tasks well and share your duties and responsibilities carefully. Thus you make yourselves stronger, more valuable and disciplined.

Always remember one important rule of life. Every successful person has to behave with tremendous integrity, sincerity and honesty with oneself. If you do this well enough, then motivating yourself to do anything in life will become a lot easier and simpler. You too can move mountains and motivate the unmotivated.

Lecture 2

Self Development

We all can work hard and develop our skills and talents ourselves. Every successful person has self-development as a banner behind him or her. You can definitely claim that you are the boss of yourself. You can do anything to develop yourself, your attitude and your talents. You are the master of your destiny. No one can stop you to do the right things at the right time if you have that strong desire to get up and go.

You have absolute freedom to choose your own route to success, progress and prosperity. You can become whatever you want to be and no one can hold you back if you have a strong wish, deep determination and serious self-confidence. This world is not for cowards and if you display simple bravery within yourself you are sure to be successful in everything you plan to do.

I am not asking you to fly but I want you to gather all your potentials and divert your good energy towards success and beat every failure that you face. This can be done by everyone who treasurers determination and perseverance.

I have used these workable ideas myself and many of my students have given me their feedback that these ideas and suggestions have worked for them to enrich their work and family life tremendously. You too can experience many changes by interpreting these ideas the way you want.

A motivator can assist you to achieve your desired results but you alone have to develop a burning desire within you to excel, move forward and progress to learn and prosper. You must fully understand that you are the key to your own development.

If you can visualize and understand one of the greatest powers that are hidden within you then you will be able to achieve peak performance. You alone can make the difference to yourself. I can

give you the most powerful sentence that contains ten two-letter words and this statement will help you bring the needed change within you and boost your self-esteem to conduct your self-development.

One of my favourite teachers gave me this powerful mantra and it has given me a lot of enthusiasm and encouragement in life: "IF IT IS TO BE, IT IS UP TO ME". This ten two letter word sentence has done miracles for me and it would help you too.

You have to convince yourself that everything that you do depends on you and your determination. So you can develop your own prayer for success and self-development. IADOM - "IT ALL DEPENDS ON ME"

If the above statements become your daily mantra then you will definitely develop full confidence in your words, actions, thoughts, character and heart. They will WATCH your progress and help you build a unique personality.

So there are a lot of reasons to place complete trust in yourself and your conduct by emulating and practicing the idea behind these simple statements. Once you begin to hold your belief in these statements, help and assistance will come to you in abundance from many directions.

Certainly then, if you want to help yourself develop strongly and intelligently and want to be successful to meet the increasing challenges of the twenty-first century you need to look at another very simple statement. Learn to say, "**I CAN**" at every step of your mental, physical and social development.

"**I CAN**" has been a positive statement and it has the power to create a miracle within you and in your life. It will have a flow-on effect on your family, friends and work mates if you firmly believe in the strength of this simple sentence.

During my university days I remember writing this sentence in bold capital letters on a large sheet of cardboard and hanging it on my

bedroom and study wall. These four letters of the alphabet certainly brought a lot of success and progress for me over the years to change my overall attitude to living, learning, listening and working. I found an appropriate word for each of the four letters to enhance my living style.

You too can completely change your personality and attitude to perform if you fully understood the meaning and rationale hidden behind these four words. Each of these four letters of the sentence I C A N represents a very strong theme of self-development, self-image and self-confidence in every person. This concept is as easy as ABCDI because “**Any Body can do it**”.

You need only two things to succeed in this endeavour. ‘**Your faith in you**’ and ‘**your determination to do it well**’.

‘**I**’ stands for **IMAGINATION** – It is the gateway to reality and the playhouse of your mind. The sky should be the limit to your realistic imagination. The greater the imagination the greater the result.

‘**C**’ develops your **COMMITMENT** – It gives you power and glory to your visions and your realistic dreams. It makes your dreams come true because you become committed to whatever you imagine.

‘**A**’ takes you to **AFFIRMATION** – It is the foundation of your new dimension, clear direction and proper perspective. All your committed imaginations are solidly consolidated and affirmed. You keep reminding yourself of your obligation and keep refining your goals.

‘**N**’ makes you **NEVER GIVE UP** -This is the firm resolution of all your real dreams and vision leading you to success and creativity. Whatever difficulty comes in your life you learn to forge ahead with greater enthusiasm and force.

Therefore, I believe that the sentence “**I CAN**” is one of the real answers and practical solutions for all your progress and prosperity. So say, “**I CAN**” to everything you want to do and you will assure and guarantee your success. This prescription of “**I CAN**” will

certainly provide the needed answer to your efficiency and effectiveness and assist you to motivate yourself first and then those that are unmotivated.

Do not just say that **“I will do my best”** or **“I will try my best”** but learn to always say **“I CAN”** because this emotion will give you the necessary confidence and determination to move towards self-development. If you keep saying, **“I CAN”** with full confidence and faith then your whole body and mind get conditioned and will respond and react accordingly. Thus all your work will become challenging but possible.

I found that the only pre-requisite for all these is that you must have your firm belief and faith in the power of these human qualities. Your imagination must be real and you must be fully committed to all that you imagine. Naturally you will need to remind yourself of your realistic dreams and visions by continuously affirming and keeping your ideas alive. This will be your affirmation and may need constant reminders. There may be ups and downs before reaching the final results but you have to learn never to give up if you want to succeed and be a leader of the future economic revolution.

Some of us believe that there is always a better life in store for all of us and we possess the power to choose to break loose from the hypnotizing forces of our negative thoughts and deeds that sometimes imprison us. We can get out of this terrible cage if we know how to use the principles of **“I CAN”**.

However, some of us remain in that cage of ignorance and negativism and give up trying to free ourselves. Consequently we find failure in life and work. Of course, there are many more of us who are fully geared and prepared to get out of this bondage and prison of negative thoughts. These are the successful people who are on the possible route of becoming the winners and champions.

In fact everyone can be a winner and a champion by following the four dynamic human qualities I have described here. You should not delay acting on this prescription because I believe that ease brings disease. Learning to do it now will give you a lot of advantages.

So a person who is out to conduct self-development becomes enlightened and self-confident. The person who seeks carefully, finds success and learns to rejoice and enjoy family and work life. You can achieve great success by setting your goals right and carefully. Then be committed to your set goals through your determination in order to achieve the best results. Remember, nothing is impossible if you are willing to give it a go.

“The aged are not so strong but can pass their knowledge to the youth who have the strength.” An old friend of mine gave this pictorial explanation to me and it shows how we can motivate people. Those who are willing workers are already doing well but those who are not need either coercion or incentive. Which one are you?

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