



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

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COURSE BROCHURE

Team Motivation and Building Skills

Business, Commerce and Management Studies / Generic Management

Unit Standard 242819 · NQF Level 4 · 10 Credits · 7 Days

COURSE OVERVIEW

This course equips team leaders and supervisors with practical techniques to motivate team members and build cohesive, high-performing teams. It focuses on understanding individual and group dynamics, applying motivational strategies, and fostering a positive team culture to achieve organisational goals.

Category	Business, Commerce and Management Studies
Subfield	Generic Management
Unit Standard	242819
Accreditation	SAQA Accredited · NQF Level 4 · 10 Credits
Duration	7 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Apply motivational theories and techniques to inspire team members.
- Demonstrate effective communication and conflict resolution within a team.
- Analyze team dynamics and identify factors that influence team performance.
- Implement strategies to build trust, collaboration, and cohesion among team members.
- Evaluate the effectiveness of team-building activities and adjust approaches accordingly.
- Design a team motivation plan that aligns with organisational objectives.

WHO SHOULD ATTEND

- Team leaders, supervisors, and aspiring managers who are responsible for leading a team and want to enhance their ability to motivate and build effective teams.

COURSE OUTLINE

Day 1: Foundations of Team Dynamics

- Introduction to team motivation and building skills
- Differences between groups and teams
- Tuckman's stages: forming, storming, norming, performing, adjourning
- Characteristics of high-performing teams
- Individual roles and personalities (Belbin team roles)

Day 2: Communication and Trust Building

- Communication models and styles
- Active listening skills
- Barriers to communication and how to overcome them
- Building trust: reliability, openness, competence
- Feedback techniques (SBI model)

Day 3: Motivation Theories and Application

- Maslow's hierarchy of needs in the workplace
- Herzberg's two-factor theory
- Expectancy theory and goal-setting
- Intrinsic vs extrinsic motivation
- Recognition and reward systems

Day 4: Conflict Resolution and Problem Solving

- Types and sources of conflict
- Conflict resolution styles (Thomas-Kilmann model)
- Mediation and negotiation basics
- Problem-solving models (e.g., PDCA, 5 Whys)
- Decision-making techniques (consensus, majority)

Day 5: Leadership and Empowerment

- Leadership vs management
- Situational leadership (Hersey-Blanchard)
- Empowering team members: delegation and autonomy
- Emotional intelligence components (self-awareness, empathy)
- Coaching and mentoring basics

Day 6: Team Building Activities and Facilitation

- Types of team building activities (icebreakers, problem-solving, trust)
- Facilitation skills for team events
- Debriefing techniques (what went well, what to improve)
- Assessing team building outcomes
- Adapting activities for remote teams

Day 7: Integration and Action Planning

- Review of key concepts and skills
- Creating a team motivation action plan
- Sustaining momentum: continuous improvement
- Presentation of team projects

- Course evaluation and certification

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **10 NQF credits** at **NQF Level 4**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 28,200.00	R 28,200.00
1	In-House	R 36,700.00	R 36,700.00
1	On-Campus (Pretoria)	R 42,300.00	R 42,300.00

UPCOMING SESSIONS

Start	End	Method	Venue
10 Aug 2026	18 Aug 2026	On-Campus	Cape Town, South Africa
11 Aug 2026	19 Aug 2026	On-Campus	Dubai, UAE
12 Aug 2026	20 Aug 2026	On-Campus	Pretoria, South Africa
13 Aug 2026	21 Aug 2026	On-Campus	Abu Dhabi, UAE
14 Aug 2026	24 Aug 2026	On-Campus	Durban, South Africa
14 Aug 2026	24 Aug 2026	On-Campus	Mauritius
17 Aug 2026	25 Aug 2026	On-Campus	Harare, Zimbabwe
17 Aug 2026	25 Aug 2026	On-Campus	Dubai, UAE

Contact us if no suitable date is listed – on-demand sessions can be arranged for groups.

HOW TO GET A QUOTE OR APPLY

1. **Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard 242819) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
2. **Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to apply@aaticd.co.za – our team will reply with a formal quotation.
3. **Apply by phone or WhatsApp:** call **+27 12 004 8389** or WhatsApp **+27 65 077 6310** and we will prepare your quotation and reserve your seats.
4. **Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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