



Communications & Corporate Social Investments Specialists Pty (Ltd)

# MOTIVATION SPEECH

GIVEN AT A COMPANY TEAM BUILDING CONFERENCE

**“Communication is not a way of getting along in life. It is at the heart of life.”**

**Stedman Graham**

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Communications Specialists (Pty) Ltd  
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**Thank** you for inviting me this morning. I am going to start with increasing your personal value! We can't build solid, cohesive, harmonious, goal-directed teams if we are not strong, motivated, driven individuals.

Rand exercise: (Take a R10 or R100 bank note. Crumble it, and throw it on the floor. Would you still pick it up and use it? Yes!)

**NO MATTER WHAT HAS HAPPENED OR NOT HAPPENED YOU NEVER LOSE YOUR VALUE!!! YOU ARE STILL PRICELESS. THE WORTH OF OUR LIVES COMES NOT IN WHAT WE DO, BUT IN WHO WE ARE!!**



Victor Franklin wrote a book, *Man's Search for Meaning*, after he survived the Nazi concentration camps. Everyone at one point or another searches for meaning.

John Gardener says,

**"Meaning is not something you stumble across.**

**Meaning is something you build into your life**

**Out of the things you believe in ..."**

The ingredients are there. You are the only one who can put them together into that pattern that will be your life. Let it be a life that has dignity and meaning for you!



**Is your job meaningful?** Do you **love** what you do? Do you wake up **excited** about going to work? We live in a world that has catch phrases like... "You have to do what you are passionate about! Life is too short to settle for anything less than what you love doing! Do what you love and the money will follow!"

Amazingly, many people feel that they are stuck in jobs they don't like. They feel stuck, unappreciated at work, they feel demotivated. The result -- they feel like failures and carry negative energy with them to work. They keep dreaming about the perfect job. 'If only I'm given an opportunity to perform I would be so brilliant.' 'If only, if only. I have to quit my job to get what I want, but I can't do that - I would starve, hence I am stuck.' They stop living in the moment.

**The past is history**

**The future is a mystery**

**Today is a gift**

**That's why we call it the present.**



We keep blaming. 'My boss has favourites.' 'They don't pay us enough.' We obsess about the perfect work scenario. We stop achieving, we get demotivated, negative, less productive at work, unhappy... no, miserable. It's a vicious cycle, the more we dream, the more opportunities pass us by, and we do less and less. The world needs dreamers who **DO!**

How do you get out of a rut? Ask yourself this question: "What would have to happen for me to move forward, to feel fulfilled in my job, to feel appreciated by my team mates, to feel energized and motivated?" Spending more time a day thinking about how to change your circumstances will speed up positive experiences in your life. James Allen in, *As a Man Thinketh*, says:

**A man is literally what he thinks. His character being the sum of all his thoughts. The outer world of circumstances shapes itself to the inner world of thought. Circumstance does not make the man – it leads him to himself!**



## Your thought determines your experience.

**Hold thought steadfastly to the enduring, the good, and the true, and you bring these into your experience proportionately to their occupancy of your thought!** Says Mary Baker Eddy author of *Science and Health with Key to the Scriptures*.

Is 80 % of your time spent complaining about bad colleagues, bad bosses, bad pay, and self-pity- poor me – why I am not achieving?

We do this at one point or another. The deal is mop and move on! We love to mop. It's like mopping the floor and as the room starts getting clean, we spill all the water on the floor, and start again, and again. We do this everyday and wonder why the room is still not cleaned!

That's what's causing you to feel demotivated. Negative energy stops you from seeing good in everything. We want to deal with the effect of a bad job, an uncaring organization, and lack of opportunity for training and job advancement, yet the cause is being preserved in our heart. **We only rise by changing our thought.** Achievement is a result of **consistent effort.**



**“He who would accomplish little must sacrifice little; he who would achieve much must sacrifice much”**, says James Allen.

John H Johnson says: **"Man is not limited by the colour of his skin, or his environment, but the size of his hope!"**

Hopelessness brings negativity, when you hope, you start believing you can achieve whatever you set your mind to!

How do we create energy, creativity, and passion in our jobs? How do we learn to love what we do to become team players, to maximize our potential? You can't begin to build a team before you build yourself up. Remember the programme, “The Weakest Link” on SABC TV? You want to be a strong link to the team.

**Success is consistency over time.** The law of success is desire, ask, believe and then receive. Each stage requires you put some time into it. There are two driving forces – pain and pleasure. What are **choosing** for yourself on a daily basis? You need to start getting excited about your life, your work, and your potential!



Let me tell you a story about Stacey. A woman in management. Stacey was doing well, so well they promoted her to head a bigger department within the company. A month into her new position Stacey started having real personal problems. She got divorced, became unfocused and less driven at work. She quickly became depressed, demotivated, demoralized. Her new department had lazy people (so she thought), unfocused, complaining, negative people. The company started restructuring, so people placed all their personal frustrations about the company onto Stacey. There was no teamwork in this **me, me** environment. It was a toxic energy dump! Productivity was low, people were looking for jobs. She dreaded going to work. Everyone was “zombie” like, no energy, complaining, complaining and so much gossip. She was depressed, yet she could not quit her job. She went out for lunch. During lunch she walked past a fishmonger’s shop. There was energy, a buzz, and fun! She was moved to change. She went back to work and made a **decision to change!** There is **power** in making a decision. Making a committed to change, spurs us forward. There is magic in a decision. What do you **need to be or change** to become a better team member for your organization? There is always a **choice** about the way you do your work, even if there is not a choice about the work itself. Stacey realized she had to **change her attitude** towards her work. We can approach our work in a grouchy, grumpy way, or we can have a sunny and helpful attitude.



Stacey **chose** to stop investing in being a victim. She decided that she was not going to be ordinary. She was going to **extraordinary** in the way she **inter-acted** with her team. The more joyous, focused and energized she become, the team started responding! She gave more compliments to her staff. She did the simple tasks with excellence. She wrote on her desk pad, "I choose to be extraordinary in an ordinary environment!" She spent more time thinking how to change the rest of the team to start feeling her energy! She needed courage to change.

### **What you perceive you believe!**

The first step to making a change is **believe it can be done!**

**"The devotion of thought to an honest achievement makes it possible!"** says Mary Baker Eddy. Spend more time thinking of the positive changes you will make to become a better team player. **Work on yourself.** Ask yourself like Stacey did, 'When did I lose my confidence, When did I get so negative? What makes me think I am ready for something better? Have I done my absolute best in this position?' **Ask the questions the answers will come.** When the student is ready the teacher appears!

Stacey began to **expand** her sense of self. A French writer once said: **"There are people whose clock stops at a certain position in their lives."** **If your clock is unwound, you need to wind it up!** You need to change yourself first before others change. You say: your co-workers, your team members, your boss, the leader, the government needs to change for things to get better.



Let me tell you about the story of the frog and scorpion. The scorpion needed to cross a river. The scorpion asked the frog if he could carry him on his back. 'No', said the frog, 'You will sting me!' The scorpion convinced the frog that it wouldn't sting him. After crossing the river the scorpion stung the frog. Shocked, about to die, the frog cried, 'Why, why did you do that?' 'Because I am a scorpion and that's what scorpions do!'

You need to expand your view of yourself and others. Goethe said: "**If I treat you as you are, you will remain as you are. If I treat you as if you were what you could be -that is what you will become!**"

Start seeing people in your organization as team-members playing a part. A soccer team is always a team. In organizations we tend to forget we are all working towards a common goal! Are you contributing negatively to your team by complaining, lacking self-confidence, gossiping, coming late to work – stealing your employer's time, being unproductive? **The cause is in your heart.** It keeps you feeling worse, other people continue getting promotions, and you cry racism, favouritism, bad luck.



Challenge your paradigm to see the best in yourself, in your team members, in your boss and they will respond positively. Improve your attitude, take challenges head on. Start taking personal pride in your work. You are not there to impress your boss or get a pay cheque; **you are there to make a difference**. Start believing that!

I always made it a point at one company I worked at when people say, 'Good morning Miki, how are you?' I would answer GREAT! In a loud, almost comical voice! Even when things were difficult.

Remember the expression - **ACT AS IF** -- it becomes that. It was catchy. Pretty soon people would answer "GREAT!" with a smile when someone asked: "How are you then?" In a small way I was spreading the office cheer!

## Changing your thinking, changes your work environment.

Do you know every aspect of what your organization does and how you fit into it? The mission/ the vision of your organization? Get excited about your organization. Get excited about the new changes in your company! See the bigger picture of what you do! SAY TO THE PERSON NEXT TO YOU: "I AM EXCITED ABOUT THE CHALLENGES THAT LIE AHEAD!"

A spider was trapped in a watch. It was in a dead end situation. What do you think the spider did? It did what it knows best. Spun a web. The web jammed the watch until the owner of the watch took the watch for repairs. Lo' and behold! Mr Spider walked out to freedom.

What are you good at? What skills have you not fully utilized? How committed are you to the company...bad mouthing your organization is not being a team player. Positively addressing issues with the relevant people will help you more.

**Set daily work goals.** What is my role in the company and what is my value? Learn to excel in whatever you do. You won't move until you have maximized what you need to do. Do a SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis of yourself.

I worked for a large parastatal as part of a reengineering management team geared to change and bring transformation to the company. I was excited! Well, like Stacey, my enthusiasm died. The environment was less glamorous than I thought. Very different from the corporate world I was used to. I had to travel to small towns, and depots nationally, which were not what I had in mind. To top it all I was under utilized with no opportunities in sight.

Over a period of three months I came up with a **plan of action**. I compiled a strategy I could take to the CEO; campaigned for changes in the company and visited all our offices nationally and built a team and network.

In no time, I was busy, **energized**, made **positive changes**, got promoted with several pay increases and become the only woman on the negotiation team with management and unions. My job expanded to include more things than I was employed for. I got productive, changed my **attitude** and saw a **larger vision** instead of looking for a new job.

I believe that successful people **excel** in whatever they do. Sweeping well, answering the phone well, taking excellent minutes, and managing effectively.

They create new opportunities by **doing whatever they do well!** Even the jobs they dislike. The sooner you get to love your job, the quicker the opportunities will come to move you to new and exciting challenges.

Demotivated people, say, 'If only I was paid better or had a kind boss...'  
It's like having a plate of food on the table. Instead of eating, you start thinking and wanting other foods that you know are not available at the present moment - instead of getting on with eating!

Be an **action** person. **A doer**. You need new skills and training? Talk to the HR manager. Make your own personal agreements with yourself. You need to work on **changing yourself**.



Stacey changed her outlook, that changed the way she approached her work and her team members. She called her team together and told them about the choices they had. It was up to them to bring in bowls of joy, cheerfulness, fun, enthusiasm, energy, personal fulfillment, and loving attitudes to their team members. The team drew a **choice menu**, which they hung on the office door to say, "Today I have a choice of what kind of day I will have!"

Colin Powell the former US Secretary of State, says: "**Perpetual optimism is a force multiplier!**" It's perpetual- on going. It's continuous. It's 'staying consistently positive and energized!'

She also got them to address the negative beliefs and thoughts that were keeping the department toxic. They did a SWOT analysis of the team. They discussed the gossip, frustrations, the company changes and the demoralization in detail. Together they coined a new definition of a team: Total, Effort, Aimed AT Maximizing Productivity! I would like you to repeat it! **Total, Effort, Aimed, At, Maximizing, Productivity.**



A TEAM is like a jigsaw puzzle. Each piece has a purpose. Each piece has a reason for being there.

**Which part of the jigsaw are you?**

**What is your role?**

**Do you undervalue your potential and reason for being in this organization?**

**You are needed!** Your unique character, personality and vibe are needed. You create the culture. You are the team. Each one of you is essential to the team. Your roles are different, each needed, each unique. There are administrators, there are receptionists, there are managers, and each role is needed to form a team! You are needed in this organization to be part of the **TOTAL, EFFORT, AIMED AT MAXIMIZING PRODUCTIVITY!**



Stacey's team changed! They created fun at work.

- They had light music in the background, and shared daily jokes on the staff billboard.
- They created “What Am I entertaining?” A place where they placed all their negative thoughts and people would give positive feedback anonymously.
- ❖ Once a month they had drinks and people would take turns bringing cake and other goodies.
- They decided to reaffirm their department's mission: **Excel in everything that we do!** They had departmental meetings where people wrote down their concerns. They would put them in a hat, and read out the concerns. People felt safe, happy and more positive.

Productivity increased.... The toxic dump was gone. In its place, was a fun, enthusiastic, and energized environment! When you are energized you start having vigour, you feel powerful, you feel effective, you get active – energy is a powerful force.

The Star Wars movies talk about “may the force be with you”! I say to you now “May the force be with you!”

The team learned to love what they were doing at the present moment! They began to live in the now! Living in the **now** brings great freedom. Try it, you will love it!

What if your organization is full of conflict, uncertainty, instability, co-workers verbally abuse each other! Do you know **the Buddha story**: A young man hurled abusive words to Buddha. Buddha said to him. "Young man, if a person gives you a gift and you refuse the gift, to whom does the gift belong to?" 'To him who offered the gift?' was the reply. "And so," said Buddha, "I reject your verbal abuse!" Like a boomerang it goes back to the sender.

Reject the verbal abuse, the negative hurtful comments given to you on a daily basis by your boss or your team members, or those made about “how lousy your job is” or the organization you work for is. Don't catch it. It will return to the people who send it to you and you will remain free!



The first step is to realize that gossip and verbal abuse cause real pain in others. An American survey done in 2001, showed that a dramatic number of Americans suffer from gossip. 51 million people suffer hurtful comments behind their back at least once a week, and another 31 million regret their own malicious comments. Source: Elizabeth Manus "Speak No Evil" *The Boston Globe*, November 24, 2002. And now with social media...!

"**Seek to understand first before being understood,**" says Steven Covey, author of the *Seven Habits of Successful People*.

Khalil Gibran says, "**Work is love made visible.**"

**WORK IS LOVE MADE VISIBLE!** Wow!!! Love and work in one sentence. How far removed it seems to be. You have to **love** where you are in order to **move forward**. You hate your work, your boss, and your team members. You get toxic, negative, opportunities pass you by, and you get demoralized at work.



## Exercise:

Stand up!

Turn to the person standing next you.

Now give them a hug! A real bear hug!

How many of you hug your team members or your boss?

You spend most of your time at work. That's your second home. That's your new family for the time being.

## What is it going to be?

Are you going to spend your days feeling miserable and unhappy or are you going to ask:

What needs to happen for me to change?

How can I improve my thinking?

I want you to challenge myself! **Spend 80 % of your time** seeing good things about your situation instead of bad things.



Life will throw things at you that will bury you. Instead, **create a new vision** of yourself, **create a new team** -- do not be like the scorpion.

- ❖ Start thinking yourself as belonging to something bigger than your own ego.
- This organization is meant to serve... how best can you serve!
  - Be committed.
  - Come to work on time.
  - Be willing to extend yourself if the team needs it.

Ask yourself, how am I adding value?

**BECOME AN ESSENTIAL PART OF THE TOTAL, EFFORT, AIMED AT  
MAXIMIZING PRODUCTIVITY.**



I'm giving you homework:

- **Challenge yourself to change! Remember your thought determines your experience!**
- **Be energized, be enthusiastic, be driven, be focused, and be happy - NOW!**
- **Do a mental inventory of where you are on the positive/negative radar on a daily basis.**
- **Challenge yourself to reverse the negative with the positive situation to change!**



Lastly, I leave you with General Colin Powell, former Secretary General of the United States's rules:

**It can be done.**

**Get mad, and then get over it.**

**Avoid having your ego so close to your position that when your position fails, your ego goes with it.**

**Check small things.**

**Share credit.**

**Remain calm.**

**Be kind.**

**Have a vision.**

**Be demanding.**

**Don't take counsel of your fears or naysayers.**

**Perpetual optimism is a force multiplier!**



**My rule: REMAIN THE PERPETUAL OPTIMIST!**

**Thank you.**

**Miki Maubane**

CEO

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