



INCENTIVE VS INITIATIVE

THE ART OF INNER MANAGEMENT

It is the need of the hour to carefully study and scrutinise the difference between incentive and initiative and how they are related to your work and the organisation.



INTRODUCTION

The proliferation of incentive driven work proves cancerous to an organisation. One needs to bring about a paradigm shift in attitude to work. It is the primary obligation of the leader to conceptualise an ideal. Thereafter, he/she must lead the way and educate the workforce to conceive a common cause and work towards it. Thus, the emergence of an initiative slowly displaces the dependence of incentive to promote work.



BENEFITS TO THE INDIVIDUAL

- Develops objectivity to work
- Conceives a higher goal – a common cause
- Instills an initiative
- Less dependent on incentives
- Works tirelessly with cheer and enthusiasm
- Increases efficiency and productivity



BENEFITS TO THE ORGANISATION

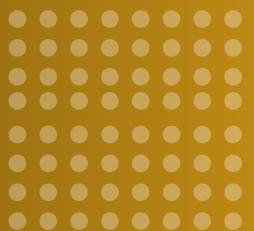
- The initiative spirit inspires and spreads to co-workers
- Peace and harmony within the entire work force
- Actions become dynamic and synergized
- Growth of the organisation to greater heights
- A force to be reckoned with

Let's Ask Ourselves...

- **What drives you to work?**
- **Does your work inspire and motivate you?**
- **Do you experience a drag or feel a sense of burden?**
- **Do you look forward for Friday evenings or Monday mornings?**
- **Does your work converge for self-benefit or expand to the larger interest of the organisation?**

COURSE METHODOLOGY

A unique interactive, participative and an inclusive program that disseminates practical concepts for application at work. Real life examples, case studies, group discussions and Q&A sessions that draws out the principles shared in this workshop.



Key Leadership Elements

- A leader must conceive an ideal and lead the way
- Lack of initiative turns work burdensome and tiresome
- Intense Work is Rest
- Incentives create discontent and disharmony in an individual
- Initiative generates peace and harmony within the organisation.



ABOUT THE GURU

Vinayji is a thinker, philosopher, author, management guru and the founder and managing trustee of Wisdom Foundation. His quest and fervour for self-management started at the early age of 16. His teachings are supported by over three decades of full-time study and research on ancient wisdom and its practical application to life.

His in-depth understanding, unique interactive style and lucid explanation, translates subtle philosophic themes into valuable lessons in applied philosophy. His appeal lies in the presentation of these truths with absolute precision, effortless ease and consummate wit.

His tireless work in India and other countries has captivated the minds of people and inspired them to commit themselves to a higher ideal. It has enabled them to transform their lives in significant ways- be more productive and peaceful. Vinayji is fully engaged in promoting higher values through public discourses, retreats, modules for educational institutions, management seminars and in-house programs.

His multitasking ability, combined with his dedication and commitment, has impacted many individuals in a positive way.

Being an athlete, he regularly participates in marathons and long-distance cycling, apart from a daily schedule of yoga and badminton. His passion for mountain trekking has taken him to the famous Annapurna Base Camp(ABC), Mount Everest Base Camp(EBC) in Nepal and the famous Pangarchulla summit in India. Vinayji stands as a testimony to dynamic living of higher values.

A. THE CURRENT SCENARIO:

- Basic constituents of management
- Work ethics of the manager
- Motive at work
- Difference between Incentive and Initiative
- Actions driven on the mind
- Actions driven on the intellect

B. CONSEQUENCES:

- Does incentive guarantee productivity?
- Conflict vs Harmony
- Neutralisation
- Organic vs Inorganic growth
- Long term and short-term benefits

C. SOLUTION:

- Conceive a goal
- Role of a leader
- Invest in team building
- Spirit of co-operative endeavour
- Synergise and resonate towards a common goal
- Achieve harmony and peace of mind
- Enhance productivity and prosperity
- "Intense Work is Rest."

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