

## Advanced Kingdom Leadership Course

### Module 6

#### Session One: Motivation and Leadership

##### Overview

This session introduces motivation as a core element of effective leadership. Leaders influence people by helping them connect personal motivation with the broader vision and purpose of the organization.

##### 1. Leadership as Influence

Leadership is fundamentally about influencing and developing people.

Leaders guide individuals through stages of growth from infancy to maturity.

##### 2. The Importance of Motivation

Motivation is the fuel that drives people toward productivity and development.

Without motivation, people lack the energy and desire necessary for growth.

##### 3. External Motivation: Financial Incentives

Money can motivate people initially, particularly when basic needs are not yet met.

However, financial rewards alone are not sufficient for sustaining long-term motivation.

##### 4. The Three Core Motivators

Research suggests that three deeper motivators drive people beyond financial incentives: autonomy, mastery, and purpose.

##### 5. Autonomy

Autonomy refers to the ability to make decisions and shape one's own path.

When leaders empower people with autonomy, motivation increases.

## 6. Mastery

Mastery is the desire to become excellent at something.

People are motivated when they can develop their skills and pursue growth.

## 7. Purpose and Significance

Purpose is the sense that one's work matters and contributes to something meaningful.

People are deeply motivated when they know their efforts create a positive impact.

## 8. Aligning Individual and Organizational Vision

Effective leadership aligns the personal motivations of individuals with the broader goals of the organization.

When both levels of purpose align, leaders create a powerful 'win-win' environment.

## 9. Creating a Win-Win Leadership Culture

Healthy leadership cultures allow individuals to pursue their personal development while contributing to organizational success.

This alignment produces greater satisfaction and long-term productivity.

## Questions

1. What motivates you most strongly in your leadership journey?
2. How well does your organization connect personal motivation with its overall mission?
3. What practical steps could help create a stronger alignment between individual and organizational purpose?

## Activations

- Reflect on what motivates the people you lead.
- Identify ways to give greater autonomy and opportunities for mastery.
- Communicate the significance and impact of your organization's mission.