



[www.hrfolks.com](http://www.hrfolks.com)

## MOTIVATION FOR CAREERS – THE NEW WAY

By Ganesh Shermon©

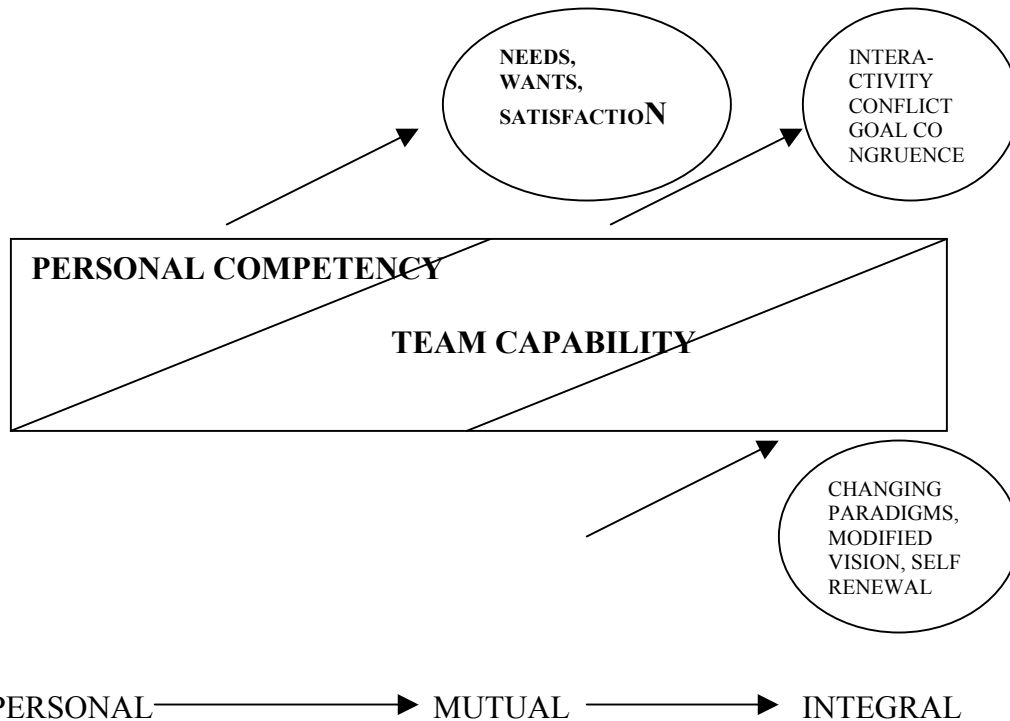
[www.hrmindia.com](http://www.hrmindia.com)

[www.globalhrm.com](http://www.globalhrm.com)

[www.hrfolks.com](http://www.hrfolks.com)

[Ganeshshermon@hrfolks.com](mailto:Ganeshshermon@hrfolks.com)

### a. Personal Growth



The model envisages the transition from a personal, competency-building stage to an integral level involving transformational orientation. At the transformational stage the individual deals with a renewed vision and changing assumptions that demonstrate personal learning and growth.



**b. Significant Empowerment**

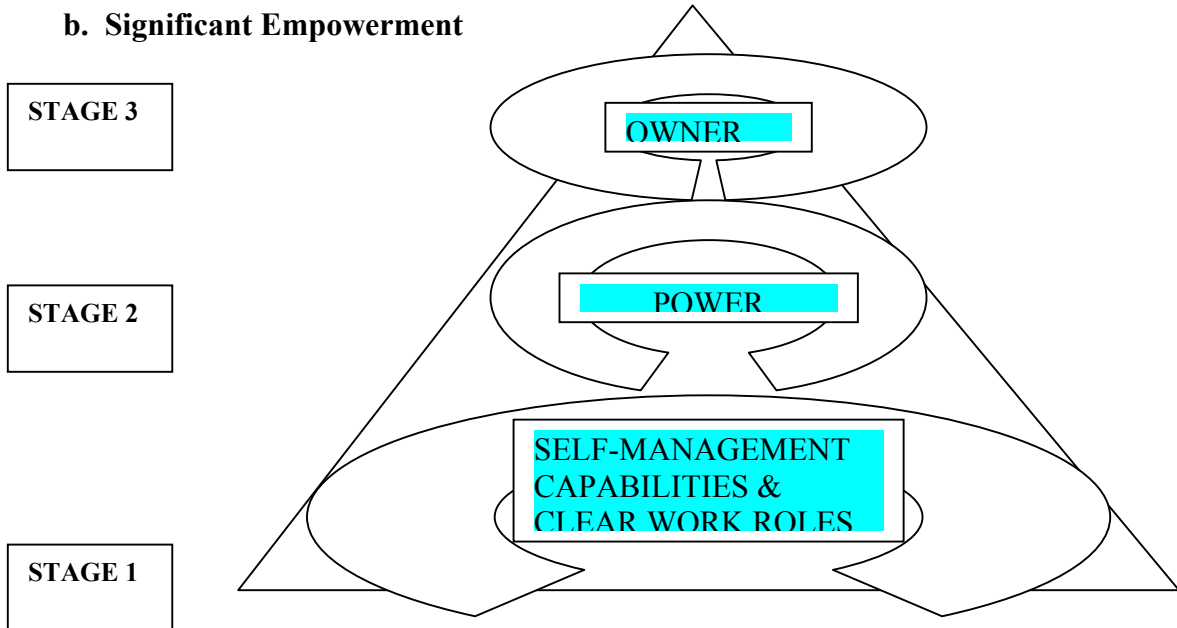
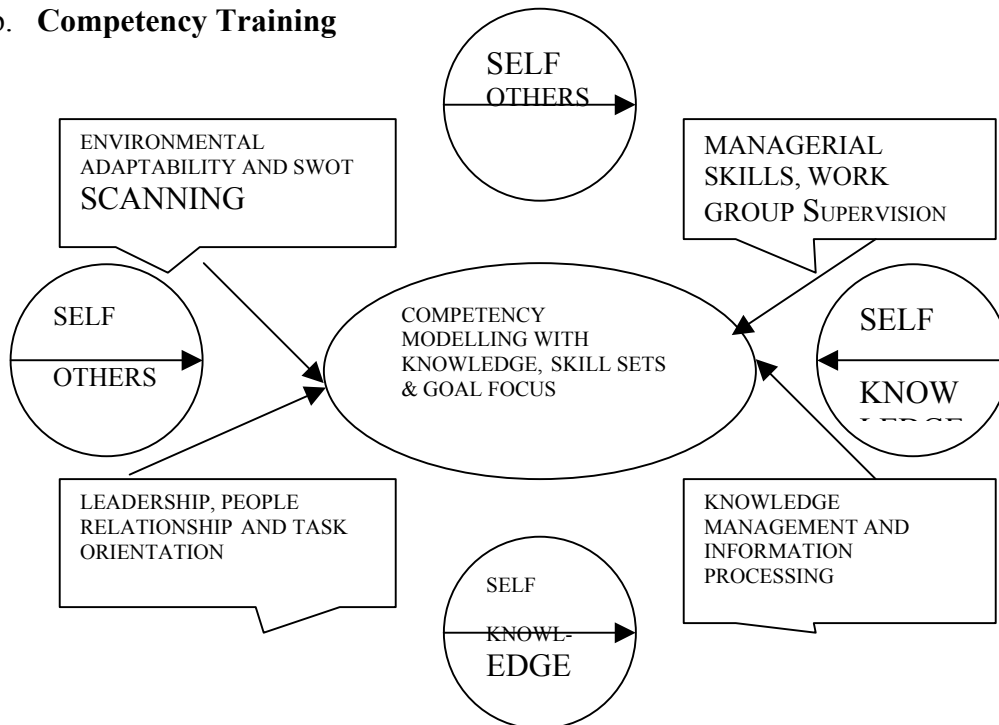


Figure:

**STAGES IN EMPOWERMENT IN WORK LIFE ORGANIZATIONS**

The model is a step beyond basics of empowerment and deals with the three stages leading from self management and clarity of roles, responsibilities, moving forward with power sharing and concluding with stage 3 involving owner risk and comprehensive empowerment. Having shared the risk of an owner!

**b. Competency Training**

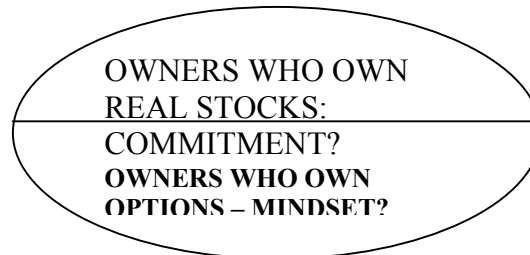
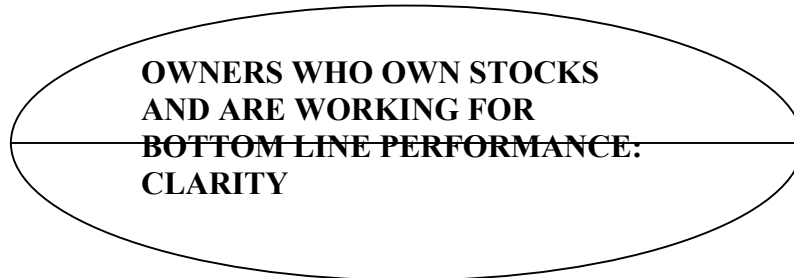




The model is constructed with four intervening factors being environment, leadership, and managerial role and knowledge management as the basic competency building blocks. While environment interfaces at the self and relationship levels between roles and leadership, leadership and roles relate to knowledge through self and knowledge processing competencies. Behavioral competencies that would traditionally related between self and others now in addition has knowledge and its interaction to behavior.

### c. Employee Stock Options

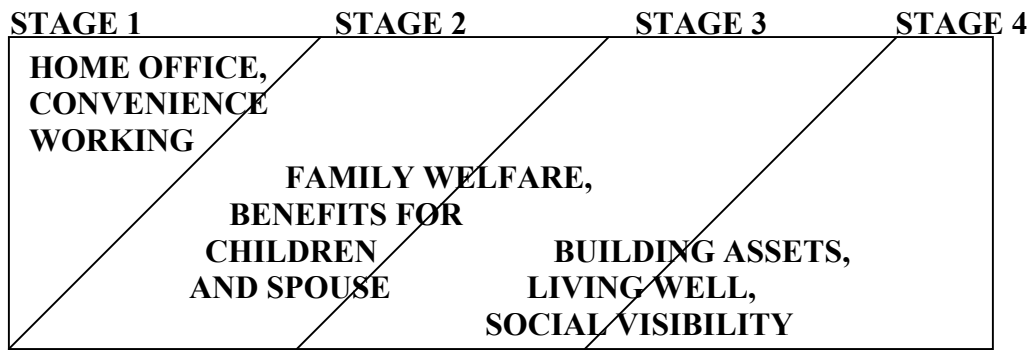
Fundamentally two choices exist in the corporation. It is applicable to those who own stocks and those who do not own stocks of the corporation and their consequent disposition towards the company. Those who own stocks become owners and those who do not own stocks become employees who in turn work for owners.



Owners who own real stocks tradable on the date of purchase feel the ownership significantly more than owners who own options and are aware that its transfer is subject to conditions. Owners who own options continue to be psychologically employees and would find it time consuming to change their mindset to that of an owner.



**d. Lifestyle Management**



Article by Ganesh Shermon of [www.hrindia.com](http://www.hrindia.com) and [www.globalhrm.com](http://www.globalhrm.com) and is available on [shermon@ad1.vsnl.net.in](mailto:shermon@ad1.vsnl.net.in).