Decode What Drives Performance at Work

Elevate Self Awareness for Personal and Team Success

Underperformance is rarely a capability problem. More often it is a motivation problem: what energises one person quietly frustrates another, and neither side can see why.

This workshop uses the Management Drives profiling tool to make those invisible drivers visible. Participants receive their own profile and learn to read their strengths, blind spots and the tension patterns that shape how they communicate, decide and collaborate under pressure.

It is the foundation module of the refreshed suite. It can stand alone, or feed directly into Emergent Manager 2.0, Lead Through Others and team interventions. Includes the Management Drives survey, worth SGD 168.

What Participants Will Explore:

1. What genuinely energises you, and what drains you, across the six drives
2. Your own profile: natural strengths, overused strengths and blind spots
3. Why the same behaviour reads as decisive to one colleague and reckless to another
4. Where predictable friction sits between drives in a team
5. How to flex communication, feedback and decision-making to different drives

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Programme: **Decode What Drives Performance at work**

Key Learning Outcomes:

By the end of the workshop, participants will be able to:

- Build self-awareness of personal and team drives
- Recognise strengths, pitfalls and tension patterns
- Adapt communication and collaboration preferences
- Use drive diversity to improve team performance
- Translate profile insights into workplace action

Lesson Outline:

- Introduction to the 6 Drives of Management Drives
- Strengths, pitfalls and personal leadership risks
- Managing tension between different drives
- Interpreting team profiles and motivation patterns
- Communication and decision-making preferences
- Applying insights to collaboration, feedback and conflict
- Optional: team debrief or manager coaching follow-up

Target Audience:

- Professionals in corporate roles
- Aspiring and new managers
- Project teams and cross-functional teams
- Organisations seeking a common behavioural language

Programme Fees:

- SGD 654 per pax for **Full-day programme (inclusive of 9% GST)**

Take the Next Step to Future-Ready HR

Join us in our public-run workshops or contact us to explore a customised in-house session tailored to your team.

Training Dates:
1) 28 Oct 2026
2) 3 Dec 2026
3) 3 Feb 2027
4) 5 Apr 2027
5) 3 Jun 2027
6) 3 Aug 2027
7) 4 Oct 2027
8) 3 Dec 2027

Time: 9am to 5pm

Venue: SNEF @ Paya Lebar Square

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