

Motivating Your Employees Post MCO

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Hi! I am
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Internationally Licensed Master Trainer



Being Humane is Humane Being

Credentials

- LL.B (Hons)
- Certified NLP Trainer (NFNLP)
- Certified Master Hypnosist
- Certified PSMB Training Facilitator (PSMB)
- Internationally Certified Trainer
- Internationally Certified Coach







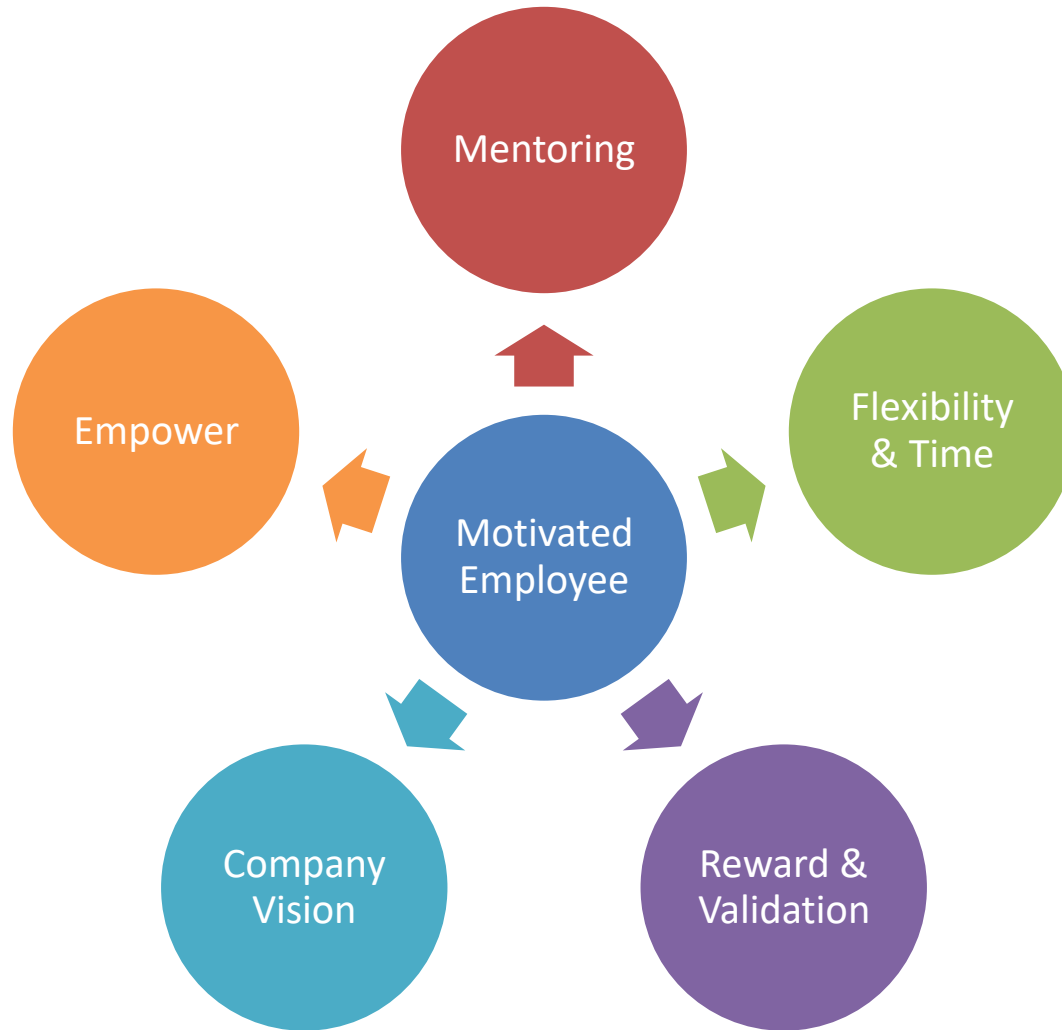
INTRO

BEGINNING JOURNEY...

Being Humane is Humane Being



Motivating Employees Pre MCO



INTRODUCTION

MOTIVATION

Being Humane is Humane Being



Low Touch Era

➤ **MCO**

- ✓ Limited Gathering
- ✓ Restricted Travelling
- ✓ Hygiene Requirement
- ✓ Remote Working
- ✓ E-Commerce
- ✓ Delivery Everything
- ✓ E-Health
- ✓ Worklife Mashup

➤ **POST MCO**

- ✓ Even more anxiousness/loneliness and depression
- ✓ Damaged trust in hygiene of people and products
- ✓ Extended travel restrictions, even within a country
- ✓ Optimized work from home setups, beyond typical office jobs
- ✓ Rising tension & conflicts at all Levels
- ✓ Unprecedented levels of global Unemployment
- ✓ Take out/home delivery Everything
- ✓ Limited contact with older Generations
- ✓ Our identity is more than our job
- ✓ The value of certified immune consumers

Summarized from a report by boardofinnovation.com/low-touch-economy

HUMAN NEEDS

MOTIVATION

INTRODUCTION

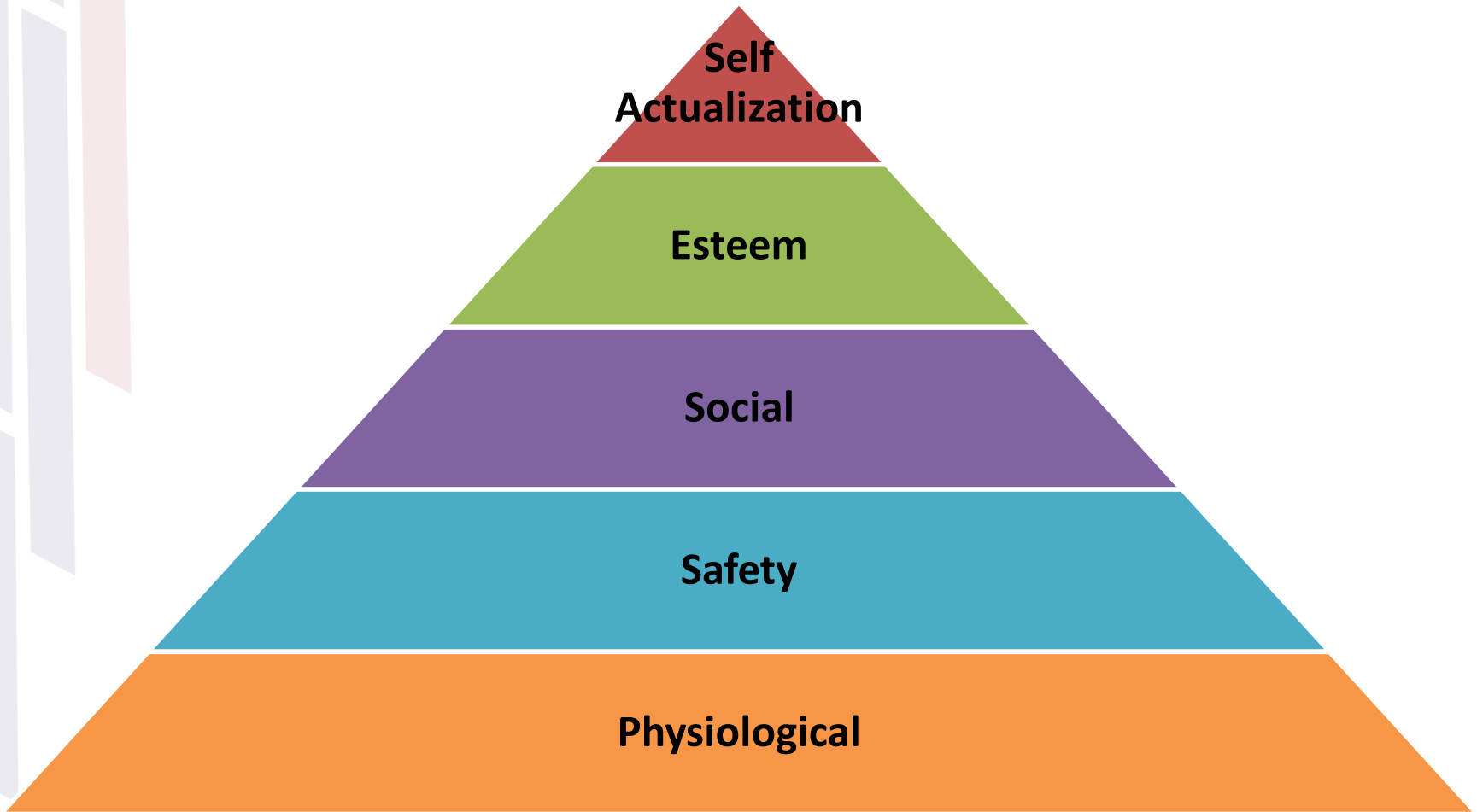
Being Humane is Humane Being



6 Human Needs



Maslow's Revisited



MOTIVATION DIRECTION

HUMAN NEEDS

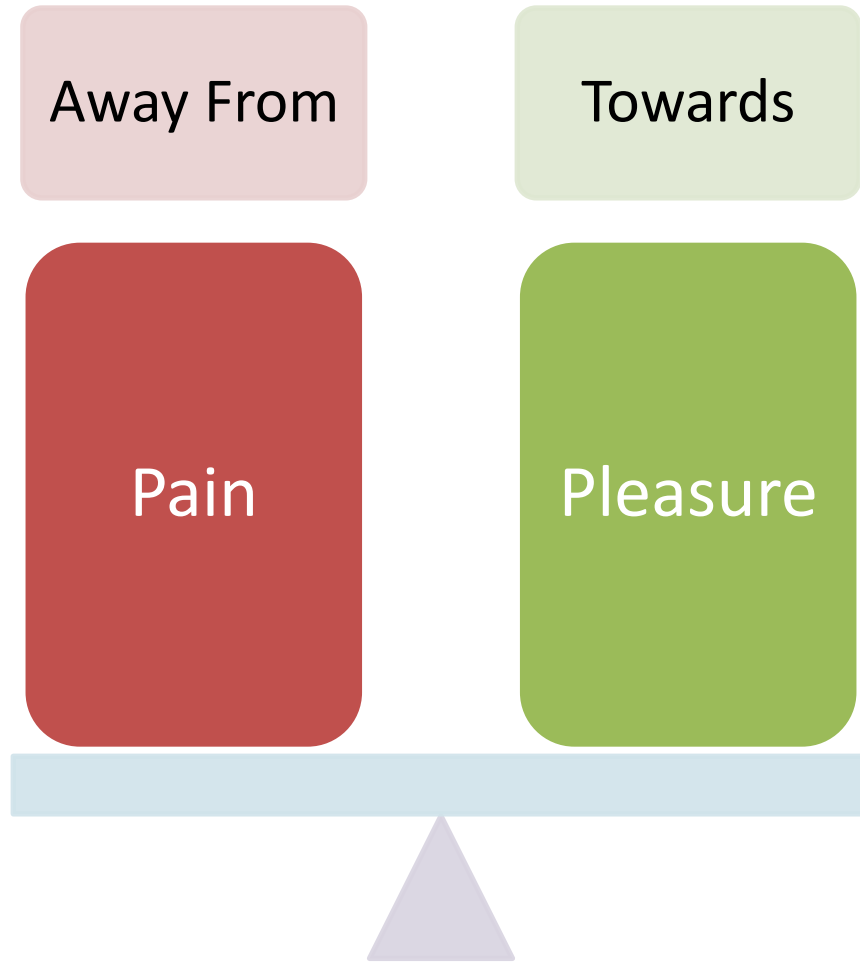
INTRODUCTION

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Being Humane is Humane Being



Direction Filter



MOTIVATION DIRECTION

POST MCO

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HUMAN NEEDS

Being Humane is Humane Being



We must ACT or we DIE.

Volatile

VISION:

Be Clear of Organization PURPOSE

Uncertain

UNDERSTAND:

Stop, Look, Listen, Evaluate

Complex

CLARITY:

Make sense of the Chaos & De-clutter

Ambiguous

AGILITY:

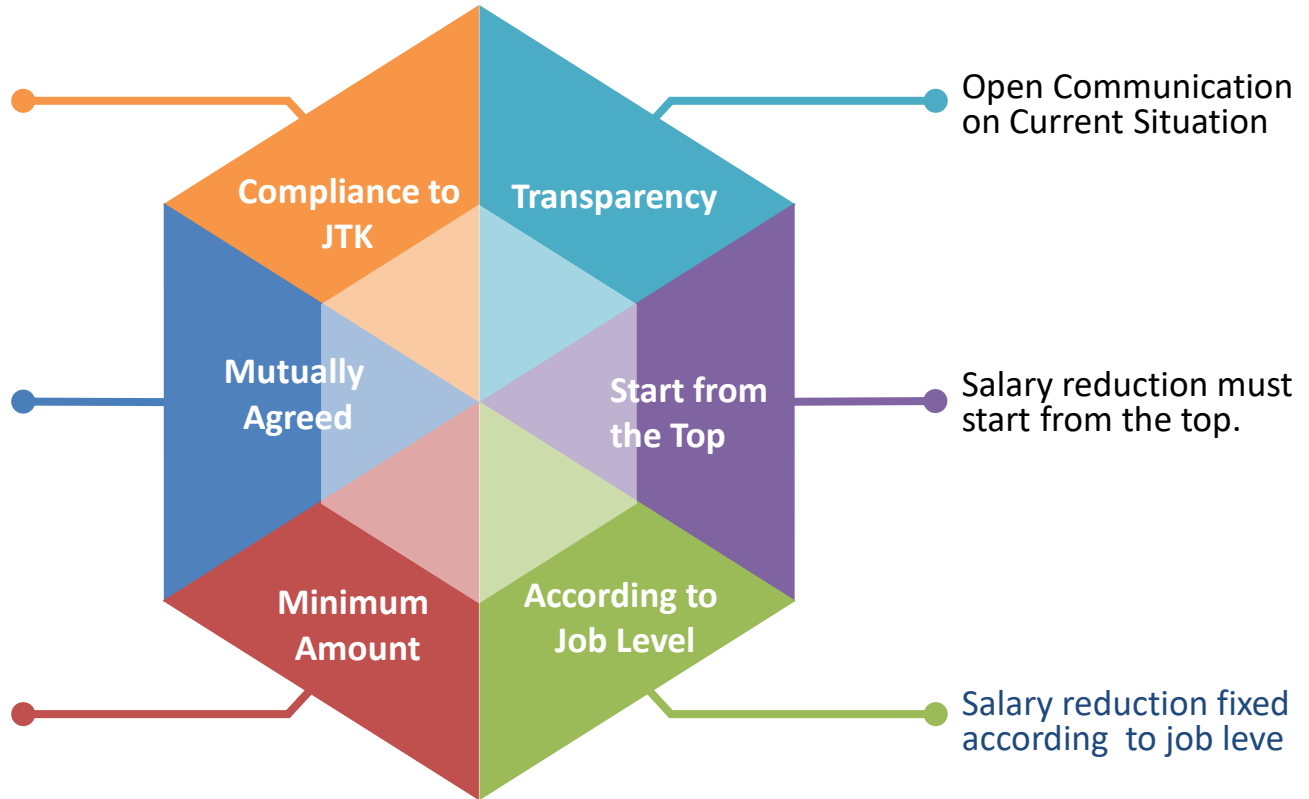
Communicate, Adapt to REMODEL

Post MCO – HR Cost Cutting for Survival - Salary Restructuring

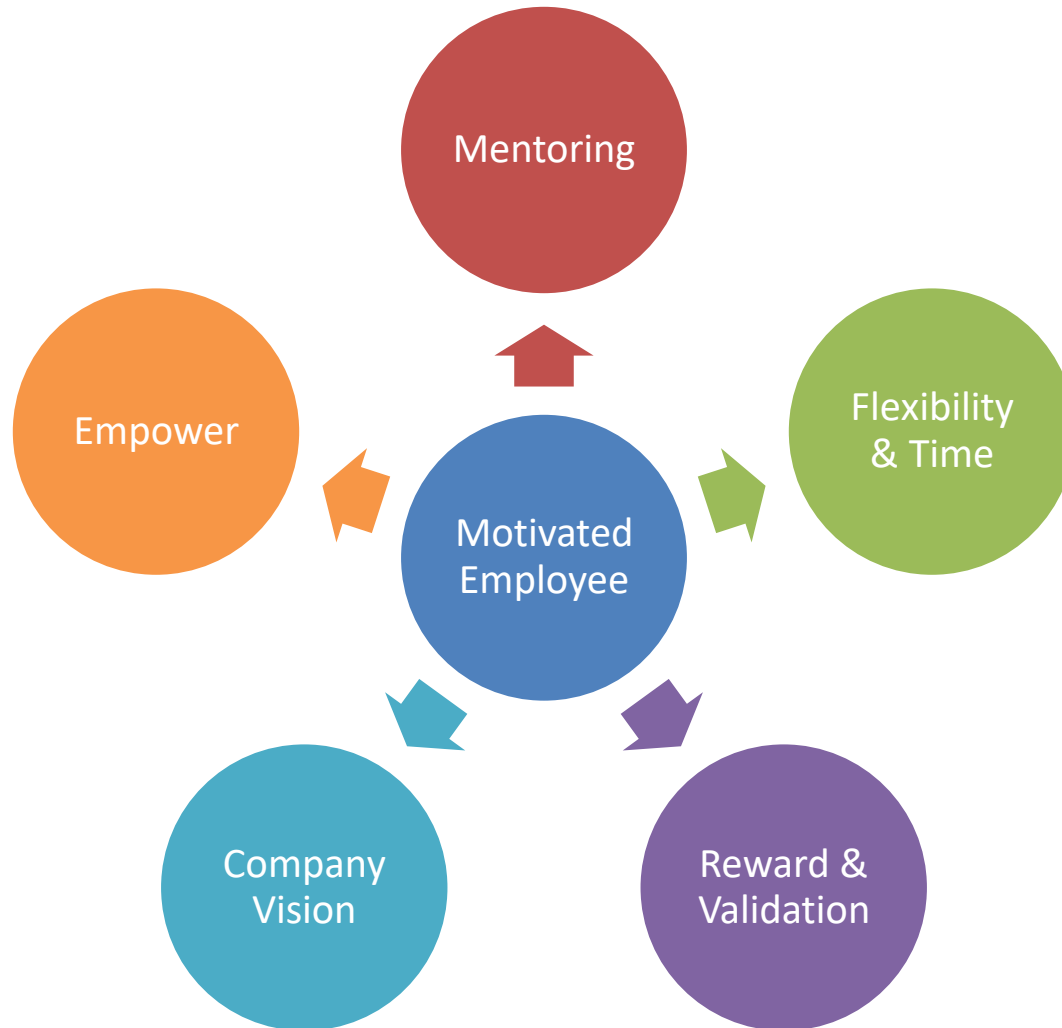
Salary reduction must be in accordance to JTK regulation.

Communicate to all employees and gain mutual agreement.

The percentage of salary reduction should be as minimum as possible.



Motivating Employees Post MCO





REMEMBER....

Remember:
People are motivated by what they
need and not what we can give



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DIRECTION

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Q&A



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