Bringing teaching, learning and research to life

Business & Management
Teaching with Documentary Video
Content Type

Documentaries provide dramatic recreations or follow real-life situations that illustrate management concepts in real world or simulated settings.

Money Programme: Motivators
http://sk.sagepub.com/video/money-programme-motivators

This documentary explores how managers rely on psychological principles to motivate people. The documentary shows unique and innovative approaches to teach and build motivation in employees. The documentary shows how one company uses hostage negotiation and military simulation training. Barclays Bank uses psychological profiles and explores childhood experiences to build better leaders and a “life mastery” coach tries to improve performance in a steel company that is losing money. The documentary asks if these programs are using motivation techniques or manipulating the individuals involved.

Suggested Courses or Topics

This documentary can be included in courses or programs in business, counseling, education, public health, public policy, psychology, and project management. Specific topics might include:

- coaching,
- communication,
- Conflict resolution,
- human resource management,
- leadership,
- management,
- motivation,
- negotiations,
- organizational development, and
- teams and groups.

Classroom Clips

Listed below are a few examples of clips that focus on key concepts:

- Mortgage sales team discuss the similarities between their job and the work of military special operations teams. Clip 06:10 – 06:29.
- The mortgage sales team is being challenged by the exercises and how they try to improve their teamwork. Clip 10:44 – 12:31.
- A top banker at Barclays Bank discusses how his childhood experiences may be impacting his performance at work. Clip 09:57 and 20:10.

Research Assignment

See below for some example assignments that you might use for students

1. Imagine you are a human capital officer and you are asked to identify training for the top executives in your company. Conduct an internet search to identify various approaches to motivation, team building, and leadership development that are offered. Identify at least three different programs or approaches and outline the benefits and limitations of each approach.

2. Interview a manager or leader in an organization. Ask them what kinds of challenges they face in their work and the types of training programs in which they have participated.

Classroom Discussion

Here are some example questions that might be used for in-class discussion.

1. How effective is the mortgage sales team at improving their teamwork during the training program? Clip 10:44 – 12:31.


3. Do you think the different types of motivational programs work? For example, does military type training improve teamwork (Clip 28:00) and does working through childhood experiences improve your ability to lead (Clip 27:26), and can life mastery classes (Clips 18:08, 25:31, and 26:50) improve productivity? Explain and support your answer.