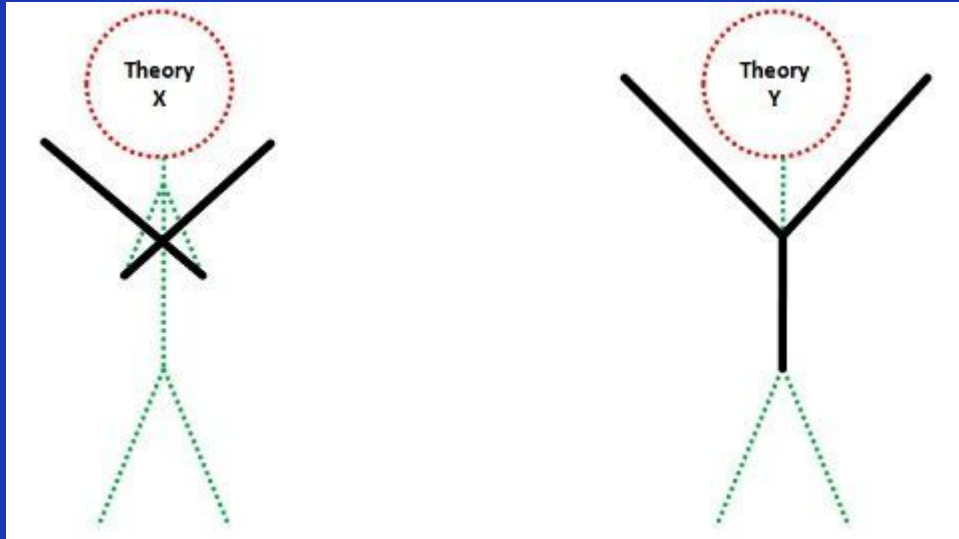**Group 7**

Motivation presentation

Presented By: Javier Contreras, Knicoles Meneses, Gabino Sanz, James Mullineux, and Ethan Breslin

Theory X and Theory Y

Theory X

Theory X: The Authoritarian Approach

In *Theory X*, we will embrace a strict, top-down approach to leadership. Employees are viewed as inherently lazy, unmotivated, and resistant to work. To succeed, you'll need to supervise them closely, use external rewards like bonuses, and employ fear-based tactics to ensure deadlines are met. Your challenge is to maintain strict control, keeping productivity high while dealing with potential resentment and burnout. Will you be able to balance authority and efficiency, or will your team revolt?

Theory Y

Theory Y: The Empowering Approach

In *Theory Y*, a manager will believe that employees are self-motivated, creative, and eager to take responsibility. As a manager, your role is to inspire and empower your team, fostering a collaborative and supportive environment where people thrive without constant oversight. With your focus on growth and trust, your challenge is to maximize creativity, innovation, and job satisfaction while still hitting your targets. But can you truly let go of control, or will your team's autonomy lead to chaos?
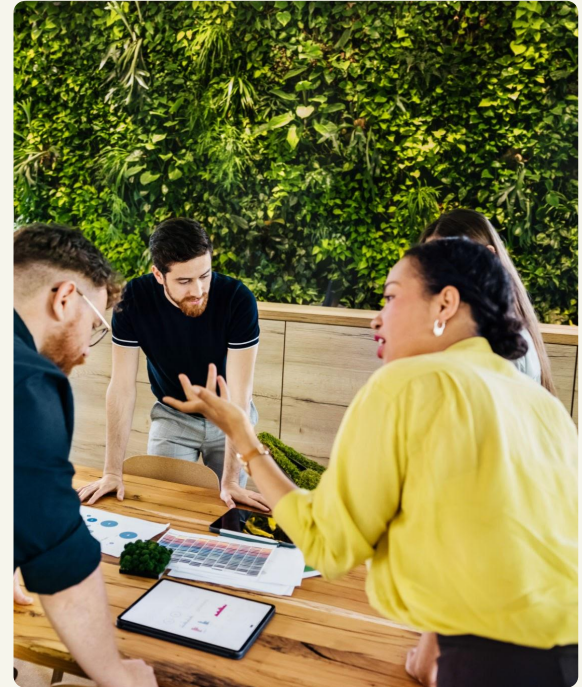
Investor Pitch

- **Objective**: Teams must come up with a new product idea and pitch it to a group of "investors" (the managers). Each team's goal is to design a creative and viable product that meets certain requirements (e.g., it must solve a specific problem).
- **Theory X Application**: Managers who apply **Theory X** will give very strict guidelines, limit brainstorming to ensure the team stays on task, and heavily monitor the process. They may offer rewards (e.g., bonuses) for successful pitches and reprimand teams for not meeting the specifications.
- **Theory Y Application**: Managers embracing **Theory Y** will encourage creativity and collaboration, allowing teams to explore their ideas freely and make decisions on their own. Managers will offer minimal interference and trust the team to find the best solution.
- **Skills**: Innovation, creativity, teamwork, presentation skills.

Grading Scores
1-5 Stars