

Enterprise Leadership Academy

Team 1 Project Presentation

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Would I Inspire Me

- Communicate why work is important
- Acknowledge the contribution of employee
- Support your team
- Create opportunities for growth
- Share what motivates you the manager

Communicate why work is important



- Use real world examples
 - Premises Registration for a disease response



Communicate why work is important



- Explain the problem and why change is necessary
 - Licensing Team – Four License/Permit Assoc
 - Animal truckers, dealers, markets, fish farms, deer farms
 - It takes too long to renew licenses.

Communicate why work is important



- Give an example of how people or customers will benefit by the change
 - Renewals more timely
 - Customer service on other issues

Communicate why work is important



- Energize employees about the change
 - We gain efficiencies
 - Cross training in jobs / coverage / no backlog

Communicate why work is important



- Motivate by telling employees why their work is valued
 - To protect public and animal health

Communicate why work is important



- Telling people to implement change without examples may seem like you are generating more work for no reason
 - Tell all LPPA they are going to work on all licenses.

Acknowledge the contribution of every employee



- Look for reasons to praise people
 - Intelligence
 - Initiative
 - Integrity
- Attitude of appreciation
 - Shown every day

Acknowledge the contribution of every employee



- Convey accomplishments to both co-workers and superiors
 - Timely
 - Specific
- Thoughtful, personal recognition

Acknowledge the contribution of every employee



- When an employee does exceptional work, celebrate the success, publicly
- “1001 Ways to Reward Employee’s”, Bob Nelson

Acknowledge the contribution of every employee



- Rewarding good work with additional work and no recognition does not inspire people
- Dr. Gerald Graham – most powerful motivator was personalized, instant recognition by their manager

Acknowledge the contribution of every employee



- Study revealed top 5 motivating techniques
 - Manager personally congratulates employee
 - Manager writes a personal note
 - Organization uses performance as a basis for promotion
 - Manager publicly recognizes employee
 - Manager holds morale building meeting to celebrate success

Acknowledge the contribution of every employee



- Two biggest loyalty words, are two simple words
- THANK YOU

Support your team



■ Pitch in as a team member

- be involved
- take action

Support your team



- Remove obstacles to success
 - identify barriers
 - ask are they necessary

Support your team



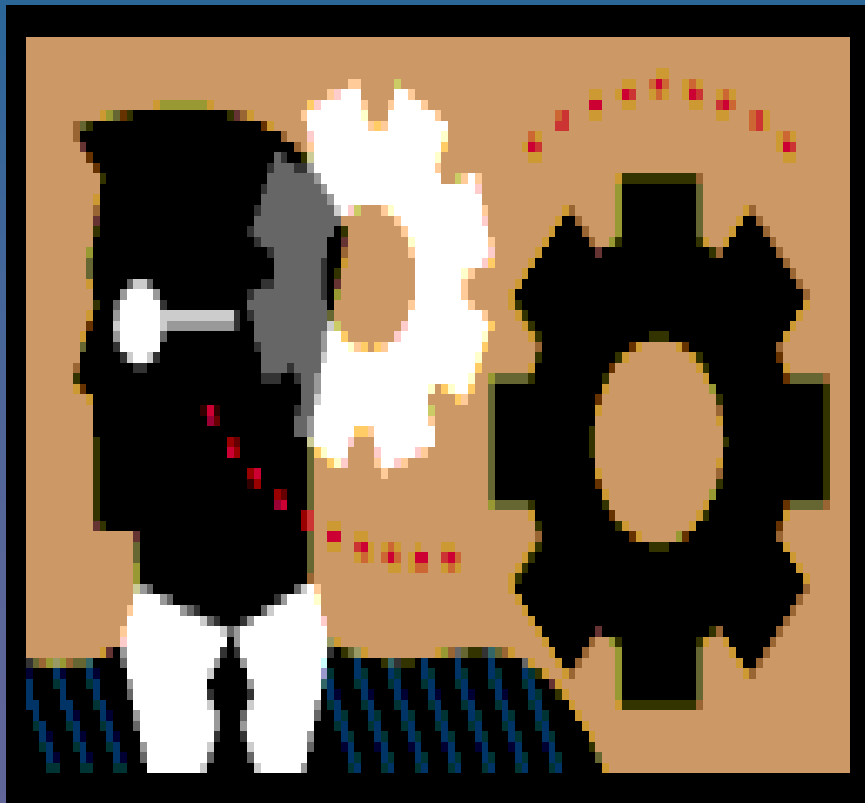
- Make employees feel like they work with you not for you
 - Take time to know the person
 - Family, interests, hobbies, goals

Support your team



- Look for ways to help them with tasks to show that both employees and managers are part of a team
 - Involve employees in the process
 - Encourage participation

Support your team



- Recognize problems with employees and work with them to find solutions
 - Be aware of learning opportunities

Create opportunities for growth

- Go beyond job descriptions
- Be aware of people's goals
- Challenge people and help them grow
- Show your employees that you care about them by finding out what goals they have and empower them to reach them
- Allow employees to lead meetings, make presentations to grow in their job

Share what motivates you the manager

- Tell employees why you come to work
- Motivate employees by demonstrating your motivation
- Employees will be motivated by the work if you are excited about what you do