

Motivation versus Compensation

Employee Motivation WITHOUT cash compensation!

How do we get our hourly workforce to take positive action without being told what to do? How do we get our employees to make appropriate decisions when they have the opportunity?

The answer to these and many other "employee motivation" questions is NOT money! That's right, NOT money. Are you interested in knowing more? Good, read on.....

Here's the scene. A group of your employees [men & women, young & old, new and senior employees] are getting ready for lunch and you offer to buy! You tell them that you just need to check your emails and then you'll be ready. You then instruct them to pick the place! What chance is there that they will all agree to the same place? Slim to none....

Moral of the story, "You can't buy their happiness."

So, if we can't buy employee motivation and happiness, what chance do we have of creating a workplace where people show up expecting [and wanting] to succeed? The chances are better than you think....and you control it!

8 Steps To Creating A Successful [and Happier] Workplace:

1 Create Expectation: Every human being, at one point or another, wants to be held accountable for their results. Usually, it's when they have done something good and crave recognition for it. So, start out by making your expectations VERY CLEAR, and then do everything humanly possible to provide the opportunities for them to achieve it! This is similar to the story of the school teacher that announces on the first day of class, "Each of you has an "A" in this class right now! It is your job NOT to lose it!"

2 Recognition is another word for money: The first step toward creating a "TEAM" of employees who will find ways to meet and exceed your CLEAR expectations is to find ways to praise their efforts TOWARDS the objective! [And if you cannot utter words of praise....hire someone to do it for you. It's that important.]

3 Sunshine on your face: Remember when your grandmother would tell you that you catch more flies with honey than vinegar? Well, that applies to the look on your face when you are speaking with your workforce. Norman Vincent Peale once wrote, "A positive attitude at the start of each day is more important than at the end." He was absolutely right! The **responsibility** of every leader is to "inspire" not "repel" his or her employees.

4 Let them hold themselves accountable: Harvey McKay tells the story of his approach to employee discipline. He states that upon learning of a problem with an employee, he invites them into his office [private and away from others] and suggests that they sit in his chair, behind his desk. Then he shares with them his concern regarding the problem at hand. He does not elaborate! He then asks them the question, "What would you do if you were me?" Enough said. Most people are much harder on themselves than we would be. And remember, we made our expectations VERY CLEAR!

5 Simplicity is best: Peter Drucker has preached simplicity in management for decades....so who am I to argue! Leadership is about knowing the BIG PICTURE and then keeping it simple. So, through clear instructions, create an environment where we can allow people to do their work, without micro-managing.

6 Bread & Water Diet: What is the likelihood that you could successfully complete a diet plan that required you to have only plain white bread and water for 30 days straight? You get the point. Variety is the spice of life! So, what makes you think that your employees wouldn't enjoy learning something new or trying something different at work? Perhaps even something challenging? And don't forget to encourage them for their efforts!

7 A little extra something: Let me be frank, how many of us wouldn't get a big smile on our face when we order the 10 piece Chicken Nugget meal and we get 11? Look for opportunities to reward good effort with a little something extra! WARNING: I said a LITTLE something extra. Also, don't make it a habit. It's only valued if it is totally unexpected.

8 Step DOWN on occasion: It never hurts to lend a helping hand when there is a true need. It doesn't matter whether it's to help for five minutes so someone can use the bathroom, or for a half a shift because you're short-handed.

"Leadership is service and your job is to get positive results through others!"

By, Joe Kubicek

Global Learning Company

Employee of the Month

March's employee of the month is **Diana Novak**. Diana has worked for us since December of 2006! Her supervisor stated "Diana has worked in my office for over a year now and in that time she has proven to be a valuable employee with her ability to organize, complete tasks on time, handle difficult situations and her ability to converse with clients on a friendly knowledgeable level which has led many of to speak well of her to me. She takes initiative to complete draft work with little supervision and completes all routine tasks on time."

February's employee of the month is **Anthony Masi**. Anthony is working as a Project Assistant in Renfrew. His supervisor said that "Anthony exceeds what we were looking for in our estimating department. He not only is familiar with reading blueprints, doing take-offs, and writing up estimates, but is self motivated, always looking for ways to improve the estimating process. With very little instruction, Anthony has become knowledgeable with the technical information and jargon that is necessary to be an estimator in the sign business. He is already a great asset to the company."

January's employee of the Month is **Peggy Rush**. Peggy works in Butler and has been an employee since February 2006! As you can see she has been employed with us for almost two years and has been an exemplarily employee. She has been dependable and has a great work ethic!

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