People Get Ready: Creating a Positive Workplace

Presenter: Andrew Sanderbeck
Goals and Objectives

Execution Hurdle #1 – Motivating employees by inclusion: Ultimately, your people have to want to make the change to a more positive workplace

Execution Hurdle #2 - Not handling the resistance to change that will rear its ugly head. People will resist, count on it!
“Coach McKay, what did you think of your team's execution?”

Response: “I’m in favor of it.”
One third of all employees in any given organization feel that no one cares when they go above and beyond – IBEX Payroll Survey

Only 13 percent of people worldwide actually like going to work – Washington Post, Oct. 2013
Polling Question #1

What percentage of workers in the United States “actually like going to work?”
What Number Would You Choose For Your Organization, Team?
Execution

Plan

Prepare

Execute
Motivating employees by inclusion: How will you help them stay motivated through the process?
Polling Question #2

I believe that I can motivate others!

Yes

No
Definition of Inclusion

The achievement of a work environment in which all individuals are treated fairly and respectfully; have equal access to opportunities and resources; and can contribute fully toward an organization’s success.
Create a Positive Work Environment By Inclusion

1) Tell me all the reasons you like working with ____?
2) Please give me a specific example of something awesome ____ has done at work lately. Please be as specific as possible.
Some days you just want to put in your hours and be done with it. It happens to everyone including you.
How do you help employees keep the occurrence of days like this to a minimum?
http://www.ted.com/talks/dan_pink_on_motivation
Autonomy – The Urge to Direct Our Own Lives

Mastery – The Desire to Get Better and Better at Something That Matters

Purpose – The Yearning to Do What We Do In Service to Something Larger Than Ourselves
This is True From...
How Can You Make Your Workplace More Autonomous For Your Employees?
Encourage Autonomy

- Encourage individual and team problem solving
- Encourage decision-making
- Encourage flexibility
How Can You Help Your Employees Achieve Mastery?

"One can have no smaller or greater mastery than mastery of oneself."

~ Leonardo Da Vinci
Provide Opportunities for Mastery

- Offer learning opportunities. Including “stretch assignments,” and opportunities to work on new tasks, committees or projects.
- Help employees find mentors and a network of support within the organization.
- Provide opportunities for training and skills development.
How Do You Convey the Purpose of Your Library to Your Employees?
Make These Your Goals For Execution!
But What If…
Executing Hurdle #2 – Not handling the resistance to change
Create A Resistance Plan
1. Identify the Expected Sources of Resistance

2. Create a Plan for Dealing With Them

3. Measure the Results of the Actions Taken

4. Modify as Needed and When Unexpected Sources of Resistance Occur
Include Your POI’s
The Change = Roaming Reference
Look for “Resistance” Behaviors
Separate the Behavior from the Person

You’re a bad person.
Polling Question #3

I learned at least one thing today that I can immediately apply!

Yes

No
Thanks for Attending!!