



Institute for Staff Development

Announcements & Calendar

How to Motivate Your Employees (and Keep Them Motivated)!

Most managers don't understand motivation.

Motivation is too often viewed as a quick fix or an unattainable goal. Dr. Dean Spitzer, an IBM Senior Consultant and author of the best-selling book, ***SuperMotivation: A Blueprint for Energizing Your Organization From Top to Bottom***, will show you how to create and sustain high motivation in your department or work group.

In this one-day workshop, Dr. Spitzer will explain why most attempts at motivation fail and what needs to be done to make employee motivation succeed.

If you are looking for practical tools to motivate your employees and keep them motivated, this workshop is for you.

Workshop Leader

Dr. Dean Spitzer is a Senior Consultant with IBM Corporation and an internationally recognized expert on organizational motivation. He has over 20 years experience in helping individuals and organizations achieve superior performance. Prior to joining IBM, Dr. Spitzer led his own consulting firm. In that capacity, Dr. Spitzer directed over 100 successful training and performance improvement projects. His client list reads like a Who's Who of outstanding organizations in this country and abroad. Prior to leading his consulting firm, Dr. Spitzer served as a training/HRD manager in several companies and with the U.S. Government; he also served as a professor at five universities.

Dr. Spitzer is the author of 130 articles and several books, including *SuperMotivation: A Blueprint for Energizing Your Organization From Top to Bottom*, which received the 1996 Outstanding Instructional Communication Award from the International Society for Performance Improvement (ISPI), was honored as "one of the thirty best business books of 1995," and has been translated into several languages including Japanese. Dr. Spitzer is also a contributor to the *Handbook of Human Performance Technology* and the 1996 and 1997 editions of the *McGraw-Hill Team and Organization Development Sourcebook*, and is a contributing editor of *Educational Technology* magazine.

Dr. Spitzer earned his Ph.D. degree with honors from the University of Southern California and his M.A. from Northwestern University. He also pursued both undergraduate and graduate studies at the London School of Economics.

Dates and Location

Location: SIBL, Rm. # 014/015

Date: Tuesday, November 14th, 2000

Time: 9:00 a.m. – 4:30 p.m.

Who Should Attend

“How to Motivate Your Employees” is a Workshop that has been designed for RL/NYPL supervisors, mid- and senior-level managers, department heads, and unit chiefs – those of you, in short, who supervise professional/technical staff members and/or LTAs, manage RL departments and units, provide direction for staff projects (routine and special) and “teams” or work groups, and provide leadership and motivation for all employees working under your direct supervision.

Registration

Please register for this workshop via the ISD Web site. If you find you cannot register online, simply e-mail or telephone us with your registration request and you will be confirmed online. You will also receive an e-mail confirmation from our ISD Admin. Ass't. The How to Motivate Employees” Workshop will be limited to a maximum of 22 participants.

Workshop Objectives

At the end of this workshop, you will be able to:

- ✓ Identify motivators that really work
- ✓ Reduce the demotivators than drain employee energy and morale
- ✓ Use low-cost rewards to provide your employees with meaningful recognition
- ✓ Take the pain out of performance appraisals and actually get employees excited about performance measurement
- ✓ Deal more effectively with “problem” employees