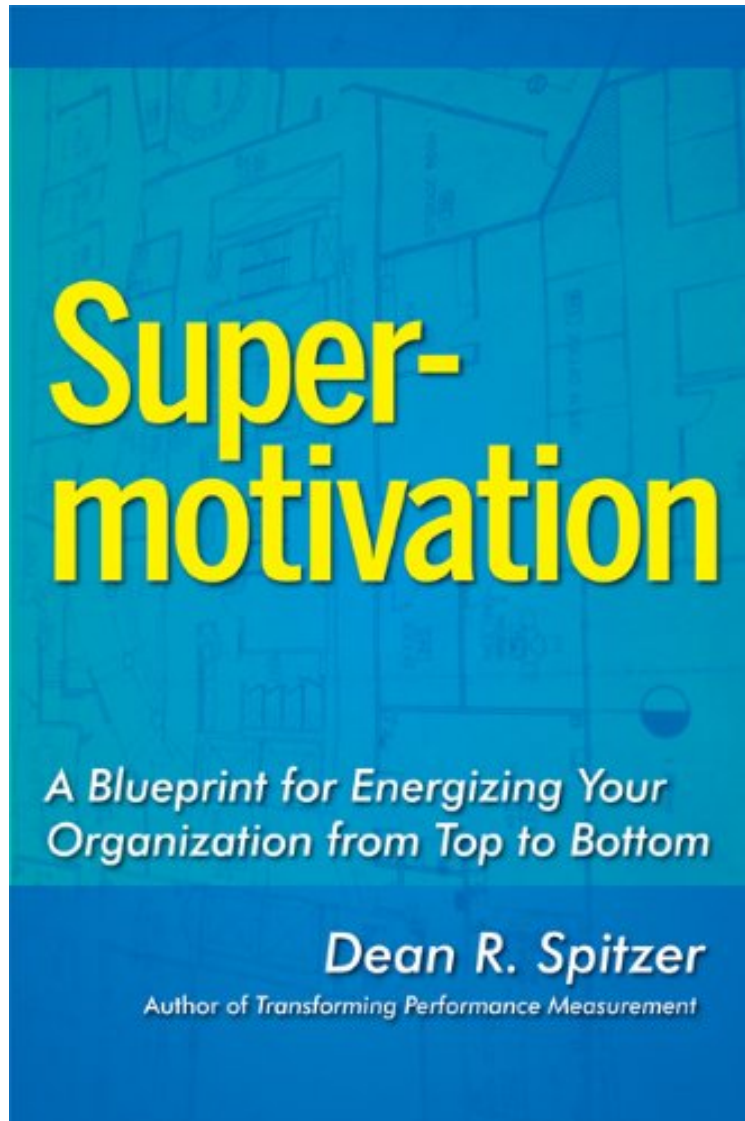


(Mobile pdf) SuperMotivation: A Blueprint for Energizing Your Organization from Top to Bottom

SuperMotivation: A Blueprint for Energizing Your Organization from Top to Bottom

Dean R. Spitzer

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Dean R. Spitzer : SuperMotivation: A Blueprint for Energizing Your Organization from Top to Bottom before purchasing it in order to gage whether or not it would be worth my time, and all praised SuperMotivation: A Blueprint for Energizing Your Organization from Top to Bottom:

1 of 1 people found the following review helpful. Super MotivationBy Chaowalit JomkohThis book is one of the best guidelines for HR professional to follow for employee recognition program and improve HR engagement scores.4 of 4 people found the following review helpful. Build motivation into your organizationBy CustomerIf you want to

increase employee motivation in your company, don't try to fix your workers, fix your organization. Most motivation initiatives treat motivation as a problem of the individual employee and try to inspire them to work harder. The better strategy, says author Dean R. Spitzer, is to do something to change the work conditions that de-motivate employees. The first step to increasing employee motivation is to identify and eliminate the things that de-motivate employees. Here are some common workplace de-motivators: Office politics. Why work hard if politics is what gets you ahead? Unclear expectations. Unnecessary rules. Poorly designed work processes. Employees who have nothing but boring, repetitious tasks will be very de-motivated. Unproductive meetings without a clear purpose. Lack of follow-up. Constant change. Internal competition. Withholding information. Discouraging responses. The desire to innovate can be suppressed by managers who say no to everything. Criticism. Tolerating poor performance. Why bother to perform well if bad work is tolerated? Being taken for granted. Nobody likes being unappreciated. After you have eliminated de-motivators, here are some other suggestions for building motivation into your organization: Involve employees in planning. Reengineer processes to motivate workers. Reduce repetitious, boring work. Encourage teamwork. Communicate openly and positively. Show your commitment to training. Evaluate work performance objectively. Increase non-monetary awards and recognition for work well done. 1 of 1 people found the following review helpful. Corporate "escapee" - witnessed inept attempts of management By Michael Davis Spitzer clearly identifies one of the most fundamental problems in business today - motivation, or should I say a lack of. Supermotivation is something that virtually any business needs, especially entrepreneurs who are in the enviable position of setting it up right from the start. As a corporate "escapee" (paroled after serving 14 years in various companies, including several Fortune 500) I've witnessed firsthand the inept attempts of management. For example, new PC's and applications are constantly dumped on employees with little or no training. This is something that Spitzer addresses in Supermotivation. Also, Spitzer knows that super motivation comes from within. One Regional Vice President of a Fortune 500 company where I worked once tried to motivate the company's associates by calling on us to exert discretionary effort. Unfortunately he obviously didn't read this book. To unlock maximum potential, associates need to be inspired from within. Supermotivation is comprised of 12 easy to read chapters: For entrepreneurs, every person needs to be at the peak of his or her game. There's not much time to get up to speed. That's why a book like Supermotivation can help get it right from the start. Michael Davis, Byvation---> To swing for the fence, entrepreneurs must avoid the shark-infested red water and sail into the deep blue sea.

Surveys show that 73% of workers are less motivated than they used to be, and 84% could perform significantly better if they wanted to. Perhaps most shocking of all, a full 50% of workers say they are exerting only enough energy to hang on to their jobs! This crisis needs radical treatment - and that's what Dean R. Spitzer provides with his original, idea-packed strategies for boosting employee motivation and performance. Instead of focusing on how individual managers can motivate individual employees, SuperMotivation shows you how to "motivationally transform" an entire organization. Based on the author's firsthand experience with a variety of companies and thousands of interviews, SuperMotivation takes a fresh approach to an age-old dilemma. Each chapter is full of immediately applicable techniques that any organization can use to "maximize the bang for its motivational bucks." You'll find hundreds of practical suggestions for motivationally transforming jobs, teams, meetings, suggestion systems, training, performance appraisals, compensation, benefits, and much more.