



A Military Look at Employee Engagement



As homage to Veteran's Day, we look at management concepts with a military perspective. Many corporate managers frequently complain that their employees are unfocused, unproductive, and do not work together as a team. Employees engaging in this behavior do not realize that their job may be at risk.

From a military perspective, this is actually a difficult concept to analyze. Few civilian organizations ask their employees to spend months away from home under difficult conditions, with the understanding that one might be seriously injured as a daily risk on the job. The military transforms young people with virtually no training, and into tightly trained fighting teams.

How does the military garner such employee engagement? While the military model may not work in all instances, some military leadership strategies may prove useful in strengthening employee engagement.

1. Leaders hold their managers accountable. With leadership comes tremendous responsibility. An employee's immediate boss or first line manager is the person who impacts them the most. That supervisor must be trained properly as a manager and then be expected to perform as one. If the manager is not doing his or her job, then that manager's supervisor needs to act quickly to remedy the situation and help them adjust their behavior. Management is a hands-on job. First line supervisors have to always know what is going with their people. *Managers must be held accountable for the actions of the people underneath them.*

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On This Veteran's Day



Mary's Updates

Fabulous Carly Kendall recently posted her review on *Master Your World* and *15 Ways to Grow Your Business in Every Economy*. Check it out [here](#)... Thank you, Carly.

More reviews can be viewed from my [Amazon author page](#). If you've read my book, I'd love it if you could write a quick review!



Mary's Book of the Month



[Lone Survivor: The Eyewitness Account of Operation Redwing and the Lost Heroes of SEAL Team 10](#)
by Marcus Luttrell

This book starts inside the Navy SEAL training program in Coronado, CA with Marcus Luttrell. After training, he describes the missions he and his teammates conducted in Afghanistan, and their challenges. He depicts the hunt in the Hindu Kush for bin Laden's right-hand man, and how everything went wrong when they released a group of Afghan teen-agers, who then revealed where the SEALs were. Luttrell, in his understated tone, then talks about how the mission went terribly wrong in the mountains of Afghanistan.

This book reads like a fast-paced thriller. It is a riveting, engaging, and sad story of lost friends, valor, courage, and the difficulties of decision-making in the current war, and serves to remind us what we ask of our current military.



Mary with Marcus Luttrell

Twitter and Social Media

November 11 is Veteran's Day. Many people want to help the military and veterans, so here are a few ideas.

1. Like both the Wounded Warriors Facebook page at <http://www.facebook.com/wwpinc.fans> and the Military1Click page at <http://www.facebook.com/Military1Click>.

2. Go to www.woundedwarriorproject.org and sign in as a volunteer.

3. Hire a vet. Many of my managers complain that their employees do not share their vision, don't exert extra effort, can't function as a team, and leave as soon as the "workday" is over. This just isn't a problem with good military veterans who are used to being at work 24/7, working as a team in firefights (or someone dies) and understanding that we work until the mission is accomplished. Go to the Hire Military LinkedIn Page or <http://www.militaryhire.com>.

4. Send a care package.

Check out <http://anysoldier.com> to adopt a specific soldier, sailor, airman, Marine or Coast Guardsman. You get to know your recipient and you can customize a package for their needs.

<http://www.operationgratitude.com> makes it easy send a package because they do it for you.

The USO also coordinates care packages. Operation USO Care Package enables the public to express their support of our men and women in uniform. Sponsoring a care package and including a personal message provides individuals with a way to touch the lives of our deployed troops around the world. For every \$25 donation you make, the USO will send a care package with both needed and requested items valued at approximately \$75 to a deployed service man or woman. <https://www.uso.org/OUCP-donation-page-with-partner.aspx?LangType=1033>

5. Volunteer to help a Veteran through the Veteran's Administration at <http://www.volunteer.va.gov/apps/VolunteerNow>.

6. Donate blood for the military. To find out where, go to <http://www.militaryblood.dod.mil>.

7. Care for pets of deployed military people. This is a nationwide network of foster homes cares for the pets of deployed personnel. <https://www.netpets.org/militarypet/foster.php>

8. Homes for Troops. Assists injured veterans and their families by building new or adapting existing homes for handicapped accessibility. <http://www.homesforourtroops.org/site/PageServer>

9. Join the Patriot Guard Riders. There is no cost and you don't have to ride a motorcycle to join, you just have to respect military service. <http://www.patriotguard.org>

10. Say thank you to a veteran. Yes, it matters. Every time.

From my friend Robyn Graham at WebsitesbyRobyn.com on the most efficient way to update online profiles: The easiest way to be sure you are being consistent with all your information on the Internet is to create a Word file with all of your pertinent data - email, website links, business description, biography, education, etc. Then sign in to each of your social medias, such as Facebook, Twitter, LinkedIn, Google Plus, etc and update them one by one.



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Mary Kelly



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Pet Tip:



Wash your paws! Dogs and cats accumulate all kinds of toxins and allergens in their feet when they are outside due to pesticides, dirt, and everything else that you accumulate on the bottom of your shoes. During the winter when baths may be more infrequent, wash the paws thoroughly by dunking each paw into soapy water and rinsing clean.

Thank You for Reading



Please feel free to [contact me](#). I'd love to hear from you!

Mary C. Kelly

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