



When Current Leadership Isn't Enough



What do you do when you look around and discover people are not working up to their full potential? What do you do when it seems like your employees are not fully engaged at work?

First, give yourself credit for paying attention. You are probably correct. A January 2014 study yielded that 70% of American workers are not engaged by their current job, and 31% of workers are actively looking for a new job.

As a result, the people at work:

- Aren't listening.
- Aren't paying attention.
- Aren't focused.
- Are late on deadlines.
- Are over budget on projects.
- Are job hunting and online shopping at work.
- Are not putting YOUR projects at the top of their priority list.
- Are not paying attention to you or your vision, goals, and priorities because they are trying to be somewhere else, and at least mentally, they are succeeding.

Why? Can this be blamed on management problems? Perhaps. But some of that distraction may be based on finances. US Census data shows that 28% of Americans are actually making less money (nominally, that means in terms of the dollar amount) than they did 5 years ago.

The average person with a BS or BA degree, in 2009 made about \$49,230. In 2013, that number dropped to just over \$42,000. Many of those people are being

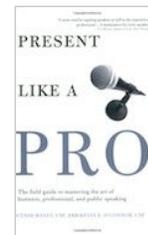
Mary's Updates

Mary's Video of the Month Place the Right People in the Right Jobs



I talked about why employees might not be motivated to do the job in today's article. Sometimes, that happens when people are not assigned to do the job that's right for them. [Watch this video](#) and see what I mean.

Mary's Book of the Month



[Present Like a Pro: The Field Guide to Mastering the Art of Business, Professional, and Public Speaking](#)
by Cyndi Maxey and Kevin E. O'Connor

I cannot get enough of books and references with great information on how to be a better speaker, and I read several per year. This book by Kevin O'Connor and Cyndi Maxey stands out for a few reasons.

First, they are both professional speakers, so they are experts who use these methods. Second, they have had logistics go awry and have had to deal with unexpected glitches. Third, they give readers multiple examples of what could happen, and they show how professionals handle different audiences.

Whether you are an executive who has to represent your company, a job-hunter looking to conquer interviews, or someone who has to present well, this book is full of valuable ideas.

Twitter and Social Media

paid for fewer hours as corporations try to manage their workforce salaries, and that means some workers are making less. Meanwhile, inflation has increased, so your workers have less money for things they need.

No wonder.

What do you do?

You can install firewalls that prevent people from being able to shop, job-hunt, and otherwise waste time online at work, but this only lets them know you are spying on them, and then they'll interrupt work to complain about that.

You have to do better than ever as a leader and manager. How?

First, coalesce your leadership team. Discuss the issue in a non-emotional, factual way. Focus on fixing the problem, not assigning blame. When your team understands that you have identified an area to fix, they are more likely to look for solutions. Managers might realize that having disengaged employees is a warning sign that something is wrong.

Second, get the entire team together and clarify the issue. Let them know that you see a problem and ask your workers for ideas on how to solve it. Don't be surprised when you are initially met with disgruntled silence. Be persistent and ask quality follow-up questions to elicit honest information.

Third, kill the moat dragons. Okay, don't hurt anyone, but DO give people both encouragement and the ability to communicate great ideas.

One of the inefficiencies I see over and over is when well-intentioned executives ask for input, and employees provide data, but that information doesn't reach the top. Why not?

Many senior executives have staff or core people who serve as "handlers." Their job is to facilitate their boss's effectiveness, keep them on schedule, and get them to the right meetings, etc. But the handlers also serve as moat dragons. They are the keepers of access to and information flow to their boss. Most executives surround themselves with staff, whose prime job it seems, is to shield their bosses from any information that is too honest, too direct, or might be upsetting.

Re-engaging workers means knowing their concerns, understanding how changes have affected their jobs and their careers, and addressing the real issues afflicting your team. Ignoring problems perpetuate more problems, so pay attention to the

Make tweets more visible with a new feature! It is called pinning.

To pin the tweet, click the **More** link under the tweet and select **Pin to your profile page**. To unpin it, select More again and "Unpin" from profile.

It shows that it is a pinned tweet. You can only pin one tweet at a time, but there is no time limit on how long it is pinned.

You can also now see which tweets are getting the most activity, your **Best Tweets**, because they now appear larger.

Twitter has made several other changes. For more, please see *6 Twitter Changes You Need to Know About* by the amazing Andrea Vahl:

<http://www.andreavahl.com/twitter/6-twitter-changes-you-need-to-know-about.php>

Pet Tip

Go outside and enjoy some sunshine with your pet! As I write this we had snowfall last night in Colorado, and yes, I know, it is May!

Please take 10 seconds to make sure that your pet's collar or harness fits properly, and is neither too loose or too tight. I find many dogs whose owners have simply not checked the collar in several months or even years, and the collar has become too tight. Not only is it uncomfortable, it is dangerous.

A collar on a dog should allow a finger of flexibility underneath it but not be loose enough to slip over the dog's head.



Thank You for Reading this Newsletter

Do you know of anyone planning a conference who needs a motivational leadership speaker, or a business that needs a push forward? Please

warning signs and address the issues before you start losing quality talent.

Please share your feedback on this article on [my blog](#).

How Can We Help?

We don't assume, so here is a brief list of what we do Productive Leaders:

1. Motivational business keynote and breakout speaking for conferences, convention, banquets and events
2. Emcee corporate events and fundraisers
3. One-on-one business consulting
4. Strategic business planning

Call Mary at 719-357-7360 for a free initial consultation.



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Mary C. Kelly

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