

Email @ Tim or Maria.

ACTIVITY IV (20 minutes)

Describe at least two actions that you, your staff, or your supervisor/Library administration should take to resolve or enhance the issue/behavior you mentioned:

1 implementing plans before fully flushed out.

a. Your Action:

offer that safe space for employees to voice opinions without fear of reprimand or judgment

b. Your Staff's Action:

~~add~~ Provide feedback/POV on new ideas.

c. Your Supervisor/Library Administration's Actions:

Get more opinions before implementing new plans.

2 involve the staff directly impacted in new procedures.

a. Your Action:

Speak to staff one-on-one about their concerns or garner interest in serving on committees.
 → get their opinions

b. Your Staff's Action:

voice concerns/opinions to supervisors

c. Your Supervisor/Library Administration's Actions:

Create committees on a lower level or email communication with staff impacted.

3 Celebrate success.

a. Your Action:

Encourage location to send out more kudos/celebration of tasks/processes

b. Your Staff's Action:

Continue kudos for department/Beyond you

c. Your Supervisor/Library Administration's Actions:

Create system-wide emails to celebrate success.

Xchange Meeting

July 18, 2016

Morale Impact Initiatives

ACTIVITY I (5 minutes)

Describe three issues/behaviors you and your staff feel are positively impacting staff morale

¹ Having more people to go to for answers (supervisors)

² Meeting RMs have been sorted (procedure)

³ More chances to be involved.

ACTIVITY II (5 minutes)

Describe three issues/behaviors you and your staff feel are negatively impacting staff morale.

¹ 15 min after closing (staying late)

² taking away staff recognition dinner.

³ devalue people that have been here 10+ years.
Feel like the library is running them out.

ACTIVITY III (10 minutes)

In your group, discuss the issues/behaviors each of you listed. Identify the three (positive or negative) that you all agree should be resolved or enhanced.

¹ implementing plans are fully pushed out. → Carl contact

² ~~devaluing experience~~ - involving staff impacted.

³ ~~not~~ celebrating successes.