

# Manage, MOTIVATE & Retain Great Staff



With, *Julie Bartkus*



Uniting Teams, Breaking Down Barriers & Igniting Passion

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## Monthly Quote

“If you think it’s expensive to hire a professional to do the job, wait until you hire an amateur.”  
—Red Adair

“You can’t expect your employees to exceed the expectations of your customers if you don’t exceed the employees’ expectations of management.” —Howard Schultz

## Funny Bone



### What money can’t buy...

A very rich investor was bragging to a well-off author at a cocktail party:

“You know, I made more money on one investment last month than you’ve made with all your best-sellers.

I’ll probably make more money this year than you’ll make in your entire life. What do you think of that?”

The author replied, “That may be true, but I have one thing you’ll never have.”

“What’s that?”

“Enough.”

## What’s Your Theme For The Year?

Last year I started a new tradition. The tradition is picking a theme for the year. I must admit that this is not my idea. I heard it on Oprah several years ago and truly thought it was a wonderful idea. Her show featured a group of friends who engaged in picking and communicating a new theme for each year. The friends raved about how different each year was for them as they picked a new word that they would let guide the decisions they made and activities they prioritized throughout the year.

I’ll share with you in a moment what my theme was for last year and what the new word is that I picked for this year. But first, I want you to think about how you can extend this activity into your workplace. Think about picking a word and communicating it with your staff - or - at your next staff meeting have everyone pick a word and communicate it, and then brainstorm for ways that everyone can incorporate their theme into the work they do everyday.

Last year my theme word was CONNECTION. I let that word guide my decisions and help me select activities that would help me live my life in a way that helped me make connections. I made old connections with a group of my eighth-grade friends and this weekend, we’re all going out for dinner! I made new connections through joining a Bunco Group and attending networking events and tele-conferences. The really exciting part is that the actions I took last year will carry over into huge blessings for me for years to come.

This year I decided on the word PASSION. This year I will do what I do with more passion, make decisions that I am passionate about, love my family more passionately and share more of my passion as I help leaders manage, motivate and retain great staff. I’ll keep you posted on how I’m doing as the year progresses!

To keep in line with my theme of passion I redesigned my website to have a more passionate feeling. I included my husband in the design and he was free to incorporate his passion for art. Check it out! Visit my new more passionate site at [www.JulieBartkus.com](http://www.JulieBartkus.com). The new header and buttons include Tom’s watercolors.

As you progress into this New Year, think about a theme word that will fill your heart and help you personally and professionally feel motivated and inspired. As a leader, the more fulfilled you are, the more fulfilled your staff will be. There’s a natural yet dynamic energy that’s transferred from you to your staff when you are motivated. This energy gives you a greater ability to manage, motivate and retain great staff. When you get your staff involved with picking a theme, you’ll have an ability to tap into what’s important to them and help them find that fulfillment in the workplace. So when they share with you their theme - write it down. Then find ways to support it and incorporate it on a professional level.