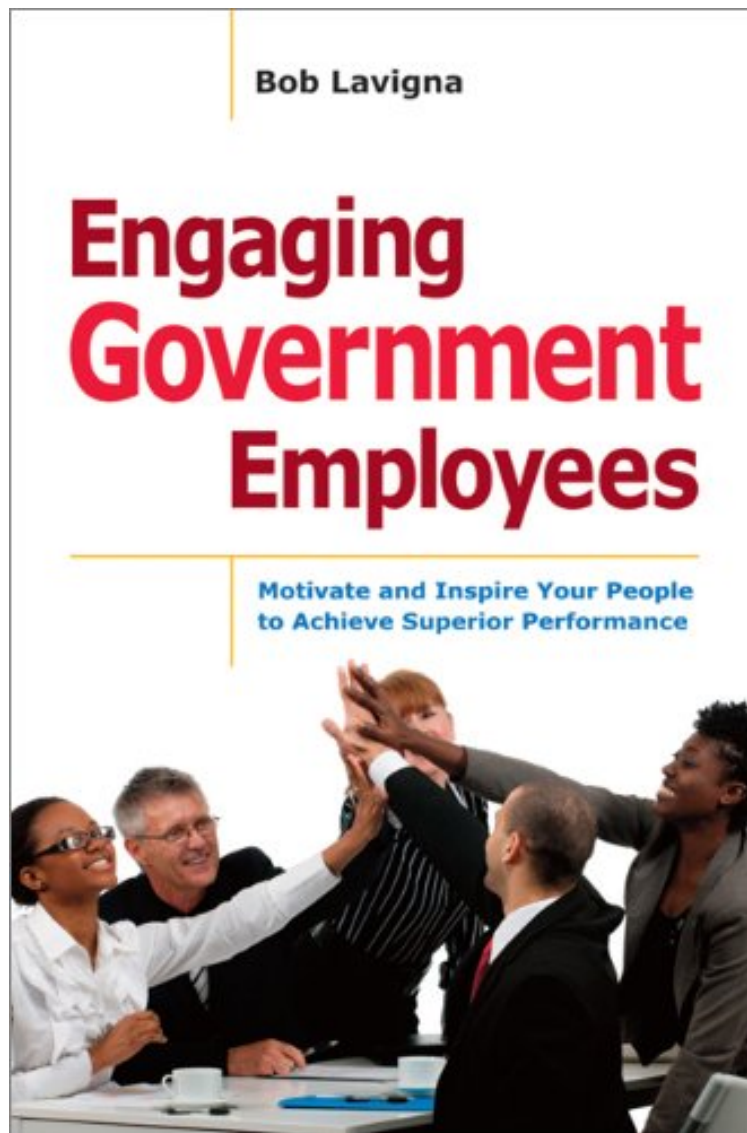


(Mobile book) Engaging Government Employees: Motivate and Inspire Your People to Achieve Superior Performance

Engaging Government Employees: Motivate and Inspire Your People to Achieve Superior Performance

Robert J. Lavigna

*DOC | *audiobook | ebooks | Download PDF | ePub*



[Download](#)

[Read Online](#)

#213925 in eBooks 2013-07-10 2013-06-24 File Name: B00CZVCPS2 | File size: 21.Mb

Robert J. Lavigna : Engaging Government Employees: Motivate and Inspire Your People to Achieve Superior Performance before purchasing it in order to gauge whether or not it would be worth my time, and all praised Engaging Government Employees: Motivate and Inspire Your People to Achieve Superior Performance:

3 of 3 people found the following review helpful. This a must read for all government supervisors or managers By Anoka manager I just finished reading Engaging Government Employees. I absolutely loved it!! It has been a long time

since I read a book that has been so on-point and inspiring. I have been employed in County government for eighteen years and I have been in supervisory or management positions for eleven years. In my organization, I may not be able to engage in the full survey process. What I can do is take ideas from the book and implement them. I was very intrigued by the sections on turnover and onboarding. We are currently in the process of hiring two new staff and after reading this book I am looking at our process and who we select in a different light. Instead of simply following a process, I am re-thinking and re-writing the questions we ask in order to give them meaning and hopefully we will hire the correct person. My next task is to encourage my supervisors to read and get as excited as me about the book. This book will be on my desk as a reference guide and will be re-read multiple times.

1 of 1 people found the following review helpful. **Engaging Government Employees** By Pine City Bob Lavigna has created an easy read and a great analysis of the potential strengths of the Employee Engagement Management tool. He accurately notes the complications of measuring its bottom line impact in the Public Sector. He also presents an excellent and plausible consulting model/ recipe/ for those senior leaders who choose to go on this journey. The power of this work is that it is a personal statement backed up by exhaustive research along with Bob's membership and leadership in a variety of large and small Government entities and at the Partnership for Public Service. Bob's bottom line is that employees in the public sectors make a significant positive difference which can be measured, captured and replicated. His use of Engagement Survey examples in a variety of organizations and situations uncovers the potential employee energy which can be used to help Federal entities succeed. This approach could be a first step in producing a reliable way to establish organizational specific bench marks for engagement measures and their impact on performance. Bob's book presents a lifeline for those managers in the Public Sector struggling with more complex demand, less citizen support and diminishing resources.

1 of 1 people found the following review helpful. **A must-read for government leaders and managers** By JDCI "It's tough for government workers these days — tight budgets and high-stakes demands. How can public employees perform their best under challenging conditions? The key is to focus on engagement. But don't waste precious time and resources reinventing the wheel. Get this book! You will appreciate the practical advice and templates. I'd also recommend this book to anyone in any type of organization who wants to start an employee survey but doesn't know how to begin. You will find valuable step-by-step guidance covering survey design, administration, and analysis. (Disclosure: I worked with Bob Lavigna at the Partnership for Public Service).

Government employees face enormous challenges today, including being stigmatized as underworked and overpaid. At the same time, they're being asked to solve some of our toughest problems including unemployment, security, poverty, and education. In *Engaging Government Employees*, Bob Lavigna gives managers the tools they need to leverage the talents of government's most important resource: its people. He shows them how to measure, nurture, and sustain the kind of authentic employee engagement that drives results. With over three decades of experience in public sector HR, he knows how to get team members passionate about the agency's mission, and committed to its success. Readers will learn:

- Why a highly engaged staff is 20 percent more productive
- How to get employees to deliver "discretionary effort"
- How to assess the level of engagement
- Why free pizza and Coke every Friday is not a viable strategy
- And more

Drawing on a wealth of empirical evidence, *Engaging Government Employees* rejects the typical, one-size-fits-all approach to motivation and shows how America's largest employer can apply the science of engagement to dramatically improve performance.

"...offers a wealth of strategies for federal managers." --Federal Computer Week From the Inside Flap

These are tough times for government, for the public servants who deliver government services, and for government managers. Common strategies for ensuring high-quality workplaces are often difficult to implement in government, where the rules of employment are radically different. Limited in their ability to reward good performers, guided by shifting political players, and often lacking clear performance measures, public sector managers face formidable, sometimes disheartening obstacles for improving effectiveness and countering plummeting morale.

Engaging Government Employees provides unique solutions to vexing public sector workforce issues. Author Bob Lavigna has decades of experience managing employees in federal, state, and local government, and in higher education, and is known for rethinking outshy;dated practices and reenergizing workshy;places. He applies his insights and strategies to improving government by targeting the one area that most critically impacts performance: employee engagement.

Packed with fresh ideas, real-life examples from government, and data-driven analyses of what works and what doesn't, *Engaging Government Employees* delivers a five-step process model for boosting the productivity of your public-sector employees and building positive work environments where people thrive. The book explains how to:

- Understand what engagement really is.
- Measure the current level of engagement in your organization using well-designed and well-conducted surveys.
- Analyze the survey results, focusing on specific areas where engagement is low and needs improvement.
- Form action teams to improve and sustain high levels of engagement.
- Work with HR professionals at every step in the process.

With 85,000 government jurisdictions and agencies — from local police departments to federal policymaking agencies — providing essential services, the public sector is a vast and varied enterprise. By tackling widespread morale problems and

forging a sense of purpose and connectedness, managers can create engaged workforces capable of delivering the kind of outstanding service that wins over even skeptics. Robert J. Lavigna has more than 30 years of experience leading public sector human capital management organizations, including positions with the state of Wisconsin, Partnership for Public Service, and the U.S. Government Accountability Office. He currently works as Assistant Vice Chancellor/ Director of HR for the University of Wisconsin-Madison. He lives in Madison, Wisconsin. From the Back Cover Government employees are asked to address some of our nation's most challenging issues, including unemployment, security, poverty, and education. It's a daunting challenge on a vast scale, further complicated by dwindling or stagnating budgets, complex organizational structures, and ongoing morale problems. Only a highly effective workforce can deliver results. While pessimistic, disaffected employees can create dysfunctional agencies, it's been proven that engaged workforces increase productivity by 20 percent or more. In *Engaging Government Employees*, Bob Lavigna gives public sector managers the tools they need to leverage the talents of their people. He provides a tailored, step-by-step process for measuring, nurturing, and sustaining authentic employee engagement that drives results. Named a Public Official of the Year by *Governing* magazine, and described as a "workforce liberator," the author brings three decades of experience in public sector HR to the task of getting team members passionate about the agency's mission and committed to its success. You will learn:

- Why a highly engaged staff is crucial for government
- Why one-size-fits-all engagement models fail in public sector environments
- How to motivate employees to deliver discretionary effort
- How to accurately assess the level of engagement in your organization
- How to make sense of the employee survey data you collect
- Why free pizza and Coke every Friday is not an engagement strategy
- And more.

Drawing on a wealth of empirical evidence and examples from every level of government, *Engaging Government Employees* highlights the unique challenges of public sector workplaces, and offers an original model to help America's largest employer apply the science of engagement to dramatically improve performance.