



# ***Managing and Motivating in Today's Parks and Recreation Environment***

Grand Junction, CO  
Wednesday, April 22nd, 2009

*Presented By:*

Vilis Ozols, President, The Ozols Business Group  
P.O. Box 581, Indian Hills, CO 80454  
(800) 353-1030 [www.ozols.com](http://www.ozols.com)



# Managing and Motivating in Today's Parks and Recreation Environment

Presented by Vilis Ozols, MBA, CSP



## 1 Looking at things a little differently:

## 2 The ultimate qualities of motivational leaders

- Highly evolved communications skills  
Are you listening to me?  
BB PB MB
- Help others be right
- Coach ... developer of people
- Facilitator

## 3 What motivates employees

*Rank the following according to what you believe would cause your employees to increase their productivity:*

- \_\_\_\_\_ A sense of belonging
- \_\_\_\_\_ Job security
- \_\_\_\_\_ Involvement in decision-making
- \_\_\_\_\_ Opportunity for promotion
- \_\_\_\_\_ Nice office and work environment
- \_\_\_\_\_ Money
- \_\_\_\_\_ Recognition from above
- \_\_\_\_\_ Interesting work
- \_\_\_\_\_ Ability to balance home and work
- \_\_\_\_\_ Challenging work
- \_\_\_\_\_ Other: \_\_\_\_\_

## 4 Like versus Love

## 5 The magic of follow up:



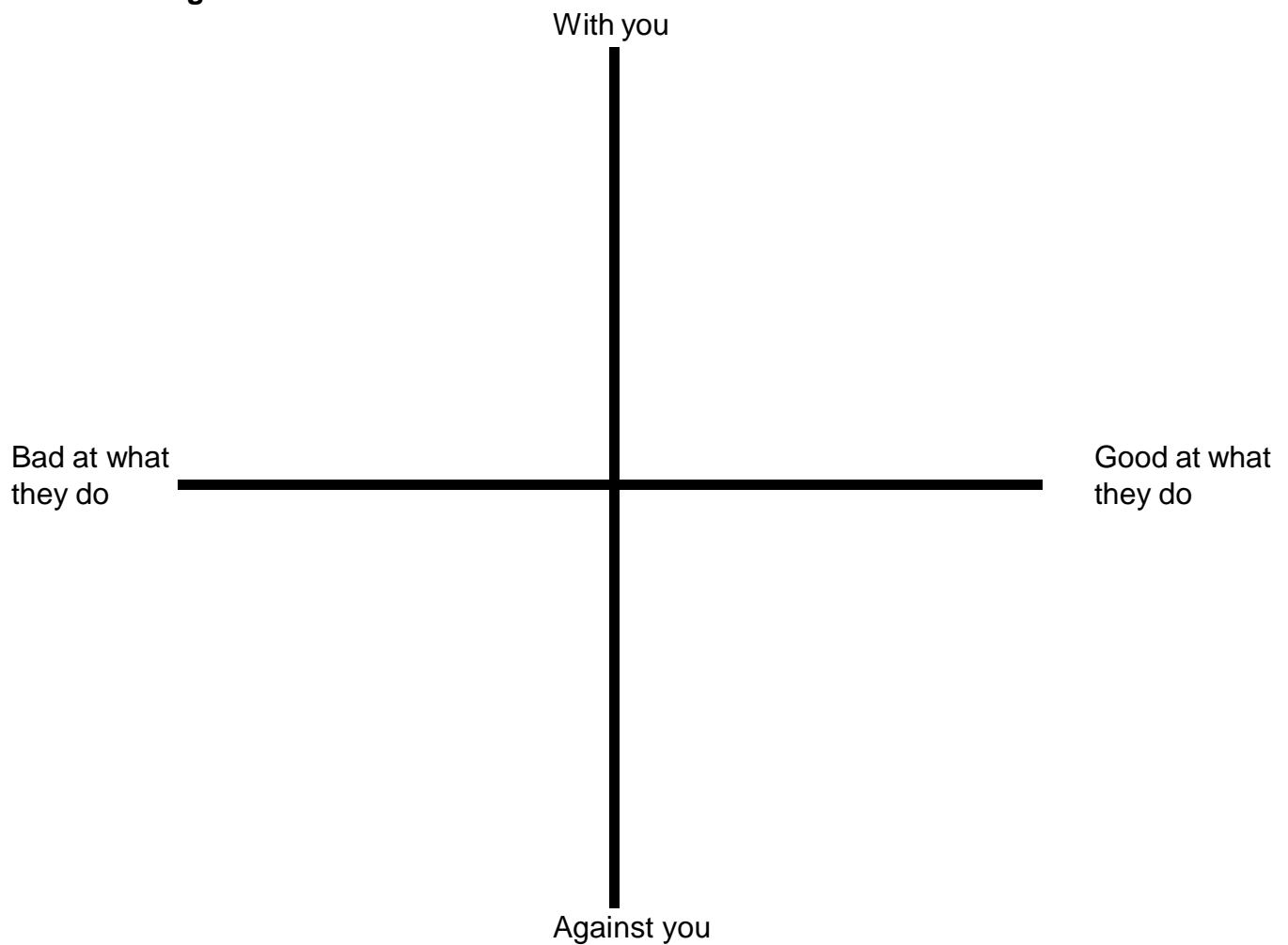
## 6 Dealing with bad attitudes and negativity

### The 3 "P's" of Negativity

- Permanence
- Pervasiveness
- Personalization

### Trigger Phrases

## 7 The coaching matrix



## 8 Dealing with failure

## 9 The only goal you can't accomplish ...

