

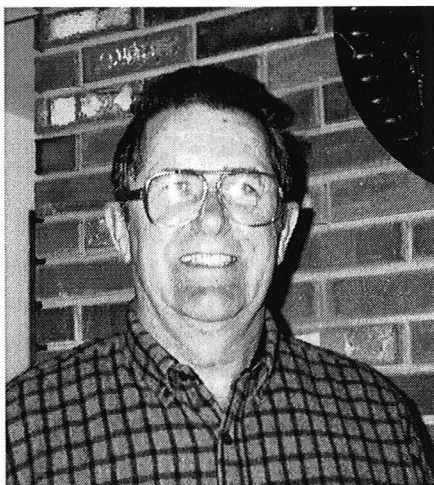
# Motivation Suggestions From Local Supervisors

In recent "Leadership Skills to Get Things Done" workshops, municipal and NHDOT supervisors listed ways they could motivate their workers. Their suggestions can apply in many towns and cities.

- Let workers give budget input
- Remove communications barriers
- Newsletter written by employees
- Team brainstorming
- Have "Boss" for a day program
- Set aside last hour of week for planning
- Delegate responsibilities
- Get workers' ideas
- Let workers take part in decisions
- Let people decide how to do their work
- Have social events
- Employee of the month
- Be flexible
- Don't criticize so much
- Provide rewards
- On-the-job training
- Training out of town
- Organize work environment
- No buzzers (pagers)
- Employee meetings with two-way communications
- Rotate leaders
- Team building
- Time off
- Reduce rules
- Find ways to deal with unions
- Include workers' desires in scheduling
- Provide adequate resources
- Show appreciation
- Family get togethers
- Additional training
- Lead by example
- Show respect & fairness
- Opportunities for advancement
- Four day work week
- Assign favorite tasks
- Circulate letters of appreciation
- Open door policy
- Don't lose temper
- Let them wear uniform jackets off job
- Provide uniforms
- Communicate with public
- Provide better equipment
- Good driving awards
- Recognition
- Crew meetings
- Share responsibilities

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## Best Wishes, Van



by Kathy DesRoches

A. R. Van de Meulebroecke, known as "Van" to nearly everyone, retired this spring from the UNH T<sup>2</sup> Center. Working part-time, Van traveled throughout to towns offering advice about specific questions. He also organized half a dozen Work Zone Traffic Control workshops.

This was, in fact, Van's second retirement. During a successful career with the U. S. Department of

Transportation he held positions in all levels of government. He had, in his words, "the unusual opportunity to network and interact with people from grassroots to the top levels in the State Highway Departments." In several of his federal positions, he provided valuable support to the T<sup>2</sup> Centers and the programs which fund and govern them.

Of the UNH T<sup>2</sup> Center's many programs, Van considers the Mountain of Demonstrations to be one of the most important. He believes it "has helped the Road Agents to bond and become a viable entity."

Van and his wife Connie plan to attend a family reunion in 1996 in Belgium. Van's family tree has been traced back to 1320. Van's parents emigrated from Belgium in the 1930's. He hopes his five children and five grandchildren will be able to attend.

Van's main hobby: "work, work, work." This isn't surprising from a man who retired from the federal government, worked at the UNH T<sup>2</sup> Center, and now pursues a consulting career. He likes to "hack" on his computer, a gift from first retirement, and putter around the house. He's currently remodeling a bathroom. He hasn't found time to downhill ski (one reason he moved to Alton), but has found the time to enjoy boating on Lake Winnepesaukee.