

# F. M. News

K. S. U., Division of Facilities

Newsletter: August 2013



Unleashing your potential

## 5 WAYS TO REALLY MOTIVATE

You won't find Motivation 101 in most business schools; yet, the ability to motivate one's team and organization is one of the most important skills you must possess today.

Now, more than ever, a leader and manager's job is to motivate and rally his or her team through challenging times. You can't outsource motivation. It is the leader and manager who must motivate. That's why I often say motivational speeches don't work but leaders who motivate do.

Many leaders want to take the emotion out of business but that is a huge mistake. When fear and negativity are the primary emotions people in your organization are feeling, you have to counter that with an even more powerful emotion, like faith, belief, and optimism. And your success in that depends on your ability to motivate. In this spirit here are five strategies to motivate your team from [The Energy Bus](#) and [Soup](#) to get the results you want.

**1. Don't be too busy to communicate.** Uncertainty breeds negativity if there is a void in communication. Unless managers and leaders fill this void with clear and positive communication, people will assume the worst and act accordingly. Don't let your busy

schedule get in the way of taking the time to talk with your team.

**2. Lead with optimism.** The engine for America's growth and prosperity has always been its *can-do* attitude and spirit. Unfortunately, in the past few years, optimism has been in short supply. The most important weapon against pessimism is to transfer your optimism and vision to others. Leadership is a transfer of belief and your belief inspires others to think and act in ways that drive results.

**3. Share the vision.** It's not enough to just be optimistic. You must give your team and organization something to be optimistic about. Talk about where you have been, where you are, and where you are going. Share your plan for a brighter and better future, talk about the actions you must take, and constantly reiterate the reasons why you will be successful. Create a vision statement that inspires and rallies your team and organization. Not a page-long vision statement filled with buzzwords, but a rallying cry that means something to the people who invest a majority of their day working for you. This vision statement can't just exist on a piece of paper. It must come to life in the hearts and minds of your team. So it's up to you to share it, reinforce it, and inspire your people to live and breathe it every day. A positive vision for the future leads to powerful actions today.

**4. Relationships build real motivation.** It's much easier to motivate someone if you know them and they know you. After all, if you don't take the time to get to know the people who are working for you, then how can you ever truly know the best way to lead, coach, and motivate them effectively?

**5. Create purpose-driven goals.** Real motivation is driven by purpose and a desire to make a difference. When people feel as though the work they do is playing an integral role in the overall success of the team and organization and the world, they are motivated to work harder. Great teams don't work for a paycheck. They work for each other and a bigger purpose.

—Jon

<http://www.jongordon.com>

## Changes!

Facilities web page has a new look. We are up grading to the new Content Management System (CMF) version of web page. We are learning the new system and updating information. Check it out and see what you think.

<http://www.k-state.edu/facilities/>

K-State's email is changing in the near future. Zimbra will be a thing of the past and the new Campus e-mail service will be Microsoft Office 365. K-State's IT department will be starting the migration soon. Here is more information:

<http://www.k-state.edu/its/office365/index.html>

## Congratulations....

**Go out** to Jay Henning, Supervisor at Central Mail Services. Jay received the "Excellence in Management" Award from The National Association of College and University Mail Services. Nice Job, Jay!



**Kudos** also go out to Lynn Salsbury, from the office of Training and Safety.



Dr. Ed Rice wrote, "Lynn Salsbury was caught doing something extremely good.

If you do not know Lynn, where have you been? Lynn has many hats because she is multitalented. The area of expertise we wish to recognize her for is the FM News Letter where Lynn wears many hats as well. She is the Publisher, Editor in Chief, Senior Editor, Managing Editor, Art Director, Picture Editor, Research, Special Projects Editor, as well as Lead Reporter of our FM News. Oh, I forgot she is also the printer and distributor of the FM News.

Lynn's work with the FM News has garnered her praises from here in the Division of Facilities throughout the campus all the way to the President's office. Becky R. Wolfe Taylor, Administration Specialist in the KSU Speech and Hearing Center wrote, "I just saw the Division of Facilities FM News for the first time, and had to let you know that it is an AWESOME read!" Dr. Daryl Buchholz, Associate Director, K-State Research and Extension wrote, "Thanks for sharing the newsletter, makes one proud of the great work and service provided by the facilities staff for Kansas State University." Judy Mayberry, Administrative Officer, KSU Agricultural Economics wrote, "Thank you for taking the time to produce the FM News. I enjoyed reading what is going on in your department." Dr. Jackie Hartman, Chief of Staff and Director of Community Relations, KSU President's Office wrote, "On behalf of President Schulz, I would like to thank you for sending the article to the President's Office regarding cyber security."

So on behalf of the Division of Facilities and K-State I would like to thank Lynn Salsbury

for the tremendous work she performs. Great Job! And thank you very much.”



*My Piece of the Picture...*



Deena Barger, Custodial Specialist, works at Justin Hall on the Bluemont Custodial Crew. Deena has worked at Facilities for a year and three months.

Deena likes having a good atmosphere in her area; keeping it clean; doing projects and helping out her other team members when it is needed. She feels she contributes to the success of our organization and campus by maintaining the floors in her area; doing such things such as scrubbing, waxing, shampooing and keeping her areas clean and sanitary.

Deena states the three best things about her job are, “the atmosphere, the routine, and the rules and safety courses”.

If she had the opportunity to implement some “positive changes” to her department or the organization, what would she suggest? Deena said, “Nothing, things seem very well run.”

Most people don’t know that Deena likes to fish, she enjoys reading and loves to go horseback riding. She also enjoys spending time with her grandchildren.

**“I'm a success today because I had a friend who believed in me and I didn't have the heart to let him down.” ~Abraham Lincoln**

*Although we have had cooler temps just recently,  
this is Kansas and August, . . .*



*“Heat, ma'am! It was so dreadful here, that I found there was nothing left for it but to take off my flesh and sit in my bones.”  
~ Sydney Smith, Lady Holland's Memoir*



## August Birthdays

- 8-7 Michael Mohler, Kim Lucky, Josh Webb
- 8-3 Melissa Mansfield-Huddleston,  
Barbara McNutt, Greg Fief
- 8-4 Steve Greinke, Gayla Anderson
- 8-5 Kevin Minihan, Ervin Niedfeldt
- 8-6 Joy Knutson, Morris Olson
- 8-7 Don Wainright,
- 8-8 Delmar Westover
- 8-9 Sun Johnson, Brenda Johnson
- 8-10 Dale Rivett
- 8-12 Jason Glessner
- 8-13 Cliff Slocum

8-14 Darrin VanDorn

8-15 Rene Smalldridge

8-16 Carol Foveaux, Larry McGee,  
Rollin Coberly

8-17 Scott West, Patrick Hodgson

8-19 Michael Hill

8-20 Carrie Keck

8-21 Annette Finkeldei

8-23 Jim Chacon

8-25 Rob Learned, Carol Wendland

8-26 Michael Paph, Don Nanninga

8-28 Phil Davis

8-29 David Stuhlsatz

8-30 Ralph Ritchie



Michael Womochil was hired as a Welder. He is working for Larry McCoy in the Plumbing shop.



Dean L. Fine was hired as a Custodial Specialist. He is working for Steve Greinke on the Custodial night crew.

July 7, 2013:



Donald Wainwright's position was reallocated to a Physical Plant Supervisor. He still works for Cliff Slocum in the Electric shop.

## Who's New...

July 8, 2013:

July 1, 2013:

Donald Hardwick Jr. was hired as a Custodial Specialist. He is working for Steve Greinke on the Custodial night crew.



Joshua C. Nanninga was hired as a Painter Senior. He is working for Shelly Hauck in the Paint Shop.



July 9, 2013:

David Bammes was re-hired as a Senior Administrative Assistant. He is still working for Jay Henning in the Central Mail Service.



Henry Davis was re-hired as a Senior Administrative Assistant. He is still working for Jay Henning in the Central Mail Service.

July 22, 2013:

Gypsy Snyder was promoted to Custodial Supervisor Senior. He is working for Allan Leikam in the Vet Med Complex .



July 29, 2013:



Mark Fronce was promoted to Grounds Maintenance Supervisor II. He is working for Joe Myers in the Grounds Department.

Alexander Shump was hired as a temporary Custodial Specialist. He is working for Mike Price on the Custodial night crew.



## Our condolences go out to you and your family.

Delvin Winfough's wife, **Delores Marie Winfough**, died Sunday July 7, 2013 at their family's home in Manhattan.



Delores also worked at K-State as an Administrative Specialist in the Graduate School.

Delores is survived by her husband Delvin, their children; Darren, Dora, Ruben, Felix, and Arcadia "Katie" and other extended family.

The family suggests memorial contributions in memory of Delores to the MD Anderson Cancer Center or the Terry C. Johnson Center for Basic Cancer Research at KSU.



Larry and Beverly McGee's daughter, **Meghan Jean McGee** died after a brief illness on July 11, 2013, at Stormont-Vail Trauma Center in Topeka.

She is survived by her daughter Maddy Jo, parents Beverly and Larry, sisters Michelle and Macey and other extended family members.

A Celebration of Life was held at All Faiths Chapel on July 18th. Memorial contributions may be made to an educational fund in Maddy Jo's name, or to Locks of Love.

*Please accept our heartfelt condolences on the loss of your loved ones.*

**Swanson named associate vice  
president for campus planning and  
facilities management**

The Division of Administration and Finance has named Ryan F. Swanson as Kansas State University's associate vice president for campus planning and facilities management.

Swanson currently serves as university architect and director of facilities planning, construction and space management at Wake Forest University in Winston-Salem, N.C. A Nebraska native, he received his bachelor of science in architectural studies and also holds a master of business administration and a professional master of architecture, all from the University of Nebraska.

Swanson is a registered architect in North Carolina, Nebraska and Texas. He is accredited with the U.S. Green Building Council and a member of the Association of University Architects, American Institute of Architects, Association of Higher Education Facilities Officers, Society of College and University Planners, National Association of College and University Business Officers, and International Code Council.

He will begin his duties on Sept. 16.

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