

## SOLVING PROBLEMS TOGETHER WORKSHOP FEEDBACK

### How can I get other departments to understand that procurement rules/laws are not a negative?

- Do an informative road show to departments to enlighten them?
- Do a marketing plan to market to employees to show them the benefits.
- Use your successful client relations to build your reputation.
- Create a purchasing component to new employee orientation for all employees (not just purchasing employees)
- Cultivate relationships and build trust.
- Purchasing meet with finance dept.
- Treat different people differently depending on their personality – tailor approach

### How do we keep staff motivated and keep them engaged in the profession with no budget for training nor raises?

- Benefits – 401K, health coverage
- Brown bag workshops
- Support from upper management
- Grateful to have a job because of job market
- Picnic on weekend – socialize outside of office
- Mentoring
- Bring stuff to chapter meetings
- Have meetings with other Counties, etc.
- Embrace support staff
- Keep them motivated, positive
- Need basic hierarchy of needs – safety
- Staff reduction – job stability lacking
- Confirm or deny rumors of layoff and why so employees have a good knowledge their job is safe
- Spice up a work day – surprise out of the ordinary
- Cross-training, swap duties
- Success stories shared
- Roundtable discussions
- Human need to be affirmed doing a good job
- Show your boss he needs to be more involved with workers if doesn't have a "hands on" attitude
- Build a good relationship with HR. Do a study on salaries within your area.

### Why do user departments not plan for future procurements?

- Funding isn't available but when it is – get it done in 24 hours!

- Employees don't know our process, make them aware of proper procedures
- Meet monthly with departments to see what is coming soon
- Let them know what is expected of users, they know timelines, etc.
- Processes can be on the website or manual
- Make staff aware when procurement needs to be notified to get involved
- Shoot out an email blast to users what is going on, their requirements may be
- Send a reminder when the deadline is to spend for the fiscal year
- Educating users of the process
- Procurement timeline/planning
- Training with depts.
- Scheduling pace
- Involved in budgeting meeting
- Deadline push back
- Essential purchases push through
- Support of senior management
- Compete
- Communication
- No backing from boss no stick
- Real life examples
- Professional services
- Training
- Newspaper – sensationalism
- Perception
- Involve intentional audit and finance director