

“The only way to get **PEOPLE** to like working hard is to **MOTIVATE** them.  
**PEOPLE** must understand why they're working hard. **EVERY INDIVIDUAL**  
 in an organization is **MOTIVATED** by something **DIFFERENT.**” - Rick Pitino

# Money, Motivation and Myths!

Employee motivation is the key element in the formula of success for organizations. Motivation refers to an employee's intrinsic enthusiasm and internal drive to accomplish activities related to work. When leaders successfully harness what motivates employees, they not only create “buy-in,” but also build a culture of autonomy. It is believed that “MONEY” is the best motivator when it comes to employee motivation. But, is motivation only limited to higher wages and salary increases? If not, what does this myth mean for employees and for their leaders? Organizations are challenged to codify motivational strategies that connect with today’s multi-generational workforce. In order to remain competitive during times of economic downturn, leaders must seek alternative solutions, such as recognition, achievement and learning to keep employees engaged and inspire motivation.

**You should attend this panel discussion if...**

- You are searching for means to retain and motivate people during times of significant organizational change and/or budgetary constraints
- You are experiencing symptoms of low employee morale and engagement due to compensation challenges
- You are aspiring to learn effective communication methods and response strategies for facilitating compensation discussions
- You are seeking advice on how to align employee performance goals with compensation expectations
- You are aiming to boost team morale and cultivate a culture of high performance without monetary incentives

**Tuesday, September 15 ♦ 1:00 p.m. – 3:00 p.m. ♦ Learning and Development Center ♦ Auditorium**



**Ronald C. Green**  
 City Controller,  
 City of Houston

Ronald C. Green was elected Houston City Controller on December 12, 2009, after serving three terms on Houston City Council, At-Large, Position Four. On City Council, he chaired the Budget and Fiscal Affairs Committee, overseeing the City’s annual budget of nearly \$4 billion. As City Controller, Mr. Green oversees a \$13 billion debt portfolio and over \$3 billion of investments. In addition to management of the City’s treasury functions, every payment issued by the City of Houston is processed by the Controller’s Office. Mr. Green earned both a Bachelor of Science and a Master of Business Administration from the University of Houston, as well as a Law Degree from Texas Southern University's Thurgood Marshall School of Law. He is also a licensed Real Estate Broker. He served on the National League of Cities’ 2014 Board of Directors and was appointed to the Governmental Accounting Standards Advisory Council (GASAC) in January 2013.



**Benjamin Hernandez,**  
 Assistant  
 Director,  
 Administrative  
 Services  
 Division,  
 Houston  
 Department of  
 Health and  
 Human  
 Services

Benjamin Hernandez is an executive in public health administration at the Houston Health Department. He serves as the department’s Chief Financial Officer with responsibility for a \$130 million combined annual budget. He has broad responsibility in the department including finance, grants management, facilities, procurement, fleet, vital records, and performance management. He oversees process improvement initiatives and special projects throughout the organization as well as oversight of the Houston Health Foundation, an affiliated 501c3 organization. Previously, he served as a senior aide in the Houston City Council for five years where he conducted policy work for an elected official. He was responsible for providing weekly guidance on policy positions as well as oversight of public affairs functions. Mr. Hernandez holds a Master of Business Administration degree and Bachelor’s degree in Political Science from Rice University in Houston, Texas.



**Kelly Dowe**  
 Chief Business  
 Officer and  
 Director of  
 Finance

Kelly Dowe is the Chief Business Officer and Director of Finance for the City of Houston. As Chief Business Officer, he oversees Finance, Information Technology and Human Resources. As the Director of Finance, a position he has held since 2011, Mr. Dowe is responsible for financial and capital planning, capital financing, performance management, procurement, accounting and accounts receivable management. He previously served as Deputy Director of Financial Planning and Analysis in Finance, where he produced and managed the annual budget as well as co-published the City’s monthly financial reports with the City Controller. Prior to joining the City of Houston in April 2009, Mr. Dowe led strategy, planning and performance management at a Global Aviation Logistics Firm. He also served as a Senior Consultant of a Big Four accounting firm leading financial transformation efforts for Fortune 500 clients. Mr. Dowe has a BBA from Baylor University and a MBA from the University of Texas at San Antonio.



**Bob Johnson**  
 Division  
 Manager,  
 Compensation  
 Human  
 Resources  
 Department

Bob Johnson serves as the Division Manager of Compensation for the Human Resources Department. With over 25 years of compensation management experience in a variety of service sector industries, Mr. Johnson has a wealth of knowledge and expertise to bring to this sensitive subject. His background includes a Psychology degree from the University of Louisville. Mr. Johnson’s experience includes management roles with Capital Holding Corporation (insurance), Humana (health insurance and hospitals), Columbia/HCA (hospital management), RCI (travel and leisure), Sunterra (travel and leisure), Houston Methodist (healthcare), Harris Health (healthcare), HISD (education), and the City of Houston (government).

