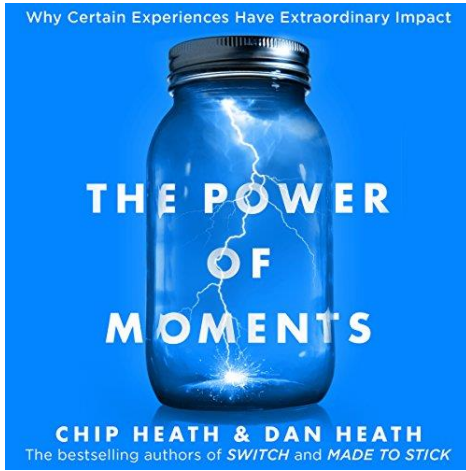


A NEW LOOK AT HIRING





Transitions
Culture
Clarification
Consistency

The Great Resignation - Adobe Survey

Rachel King-Fortune Magazine-August 26, 2021

3,400 enterprise workers

Gen Z 18-24

Millennials 25-39

More than half Gen Z workers plan to pursue a new job in the next year—more than any other generation. They are the least satisfied generation at work, with only 56% satisfied with work/life balance and 59% with their job overall.

Gen Z (57%) and millennials (54%) feel most pressured to be always available and are most likely to describe their job as repetitive (65% and 58%, respectively) and tiring (65% for both).

Fend off Burnout

Positive Experiences

Digital Mindset

Hybrid Work Environment

Mental Health Resources

Employee Experience
Solutions via Qualtrics

Research Trends/Explore the Non-Typical

(SHRM)

Transitions are almost always signs of growth, but they can bring feelings of loss. To get somewhere new, we may have to leave somewhere else behind.

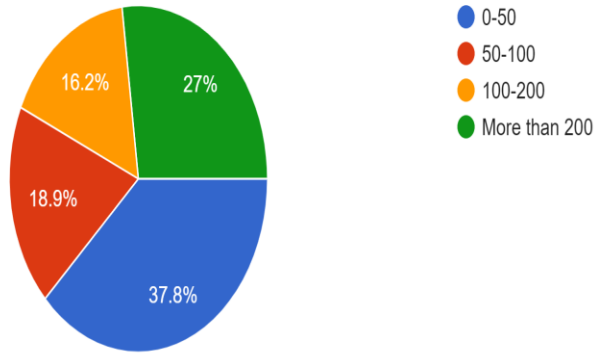
Fred Rogers

Transitions



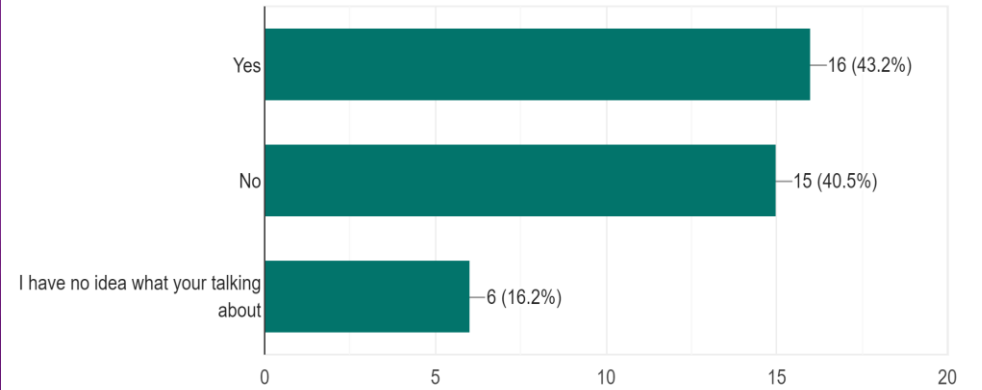
How many employees are in your agency? Please include full, part-time, seasonal etc.

37 responses



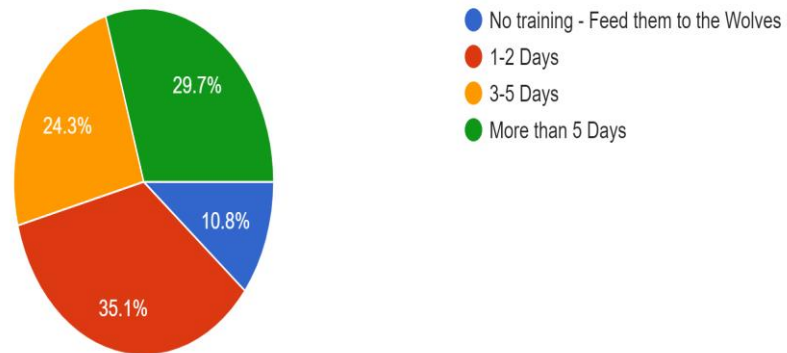
Does your agency have an official onboarding program for Parks & Recreation?

37 responses



How much time do you spend on training new employees

37 responses



Connection = Retention

What is drawing people to corporate jobs?

- Compensation
- Potential for growth – succession planning
- Workplace environment
- Remote work opportunities
- Workplace benefits
- Why are people choosing fast food over parks & recreation? How long does it last?
- Onboarding vs Hiring

What is drawing people to Parks & Recreation jobs?

- Culture
- Previous involvement in sports/recreation
- Compensation
- Create a connection to people
- Remote work conditions, can we adjust.....
- How do we prevent leap frogging from agency to agency or from corporate to government?
 - Successful succession planning, clear goals for each employee
- Blanket Hiring vs Personalized Onboarding

HOW TO RETAIN TOP EMPLOYEES

THE PROBLEM

COST OF EMPLOYEE TURNOVER

400%

An employee earning \$120,000 annually, costs \$480,000 to replace



The cost of replacing **high-level or highly specialized employees:** 400% of their annual salary

150%

An employee earning \$80,000 annually, costs \$120,000 to replace



The cost of replacing **mid-level employees:** 150% of their annual salary

30-50%

An employee earning \$40,000 annually, costs \$16,000 to replace



The cost of replacing **entry level employees:** 30-50% of their annual salary



51% of workers are looking to leave their current jobs



1 in 3

workers will change jobs in the next 6 months



SO WHAT IS THE SOLUTION?



59% of employees say employee benefits are "very important" to how they feel about their job and their employer

Employees who are **VERY SATISFIED WITH THEIR BENEFITS**

are **4x**

more likely to be **VERY SATISFIED WITH THEIR JOB**



WE'RE HIRING!



Midco® Aquatic Center: Ages 15+
Recreation Division: Ages 15+ & 18+



CLICK HERE FOR DETAILS & TO APPLY!

WE'RE HIRING



COLLINSVILLE AQUA PARK

Join Us WE'RE HIRING!

Have questions about working at Collinsville Aqua Park? Check out the FAQ's below for more information. If you still have questions after reading through the FAQ's, email Jessica at jwiedman@collinsvilleil.org.

- **How do I apply to work at Collinsville Aqua Park (CAP)?**
 - Apply online at <https://collinsvilleil.applicantpro.com/jobs/>
 - For your safety and the safety of our staff, we currently prefer online applications only.
 - You can apply in person by visiting our office during operating hours (Monday – Friday, 8:30 am – 5 pm),
 - If you choose to apply in person, please contact our office ahead of time to ensure our hours have not changed. You can email Jessica at jwiedman@collinsvilleil.org or call (618)-346-7529.
 - By printing an application from our website and mailing it to
Jessica Wiedman
10 Gateway Dr.
Collinsville, IL 62234

Parks & Recreation Department

We're
HIRING



City of Detroit Parks and Recreation Division looks to fill

200 seasonal positions

during job fairs on:

APRIL 9 • 2-6 p.m.

Crowell Recreation Center, 16630 Lahser Road

APRIL 11 • 9 a.m.-2 p.m.

Kemeny Recreation Center, 2260 S. Fort Street

APRIL 12 • 9 a.m.-2 p.m.

Young Recreation Center, 2751 Robert Bradby Dr.

APRIL 17 • 2-6 p.m.


Farwell Recreation Center, 2711 E. Outer Drive

For more information, go to detroitmi.gov/employment



Sell the Sizzle

Salt Lake County Parks and Recreation
 Yesterday at 10:36 AM · 🌐

If you're looking to dive back into the job market, or if you're new to the market, AND you've got swimming skills, we want you to apply with us. Flexible hours, professional training, and great coworkers.
 Apply: bit.ly/slcoeguard
 #PeopleParksPlay #WorkPlayPay



**NOW HIRING:
 LIFEGUARDS**
bit.ly/slcoeguard

CREATE A PLACE WHERE PEOPLE WANT TO BE

Hedgehog Concept
 Clearfield City



Councilmember



MULLIGANS
 SOUTH JORDAN CITY RECREATION

APPLY HERE

We're hiring a Business Manager!

- ☑ Fun Environment
- ☑ Grow a Business
- ☑ Government Benefits
- ☑ \$82,601-\$99,947* Salary
- ☑ Community Involvement



Heather has been a crossing guard with Clearfield City for 12 years. She loves being a crossing guard for so many reasons. #1 is being able to interact with the kids and parents.

Come join our team!

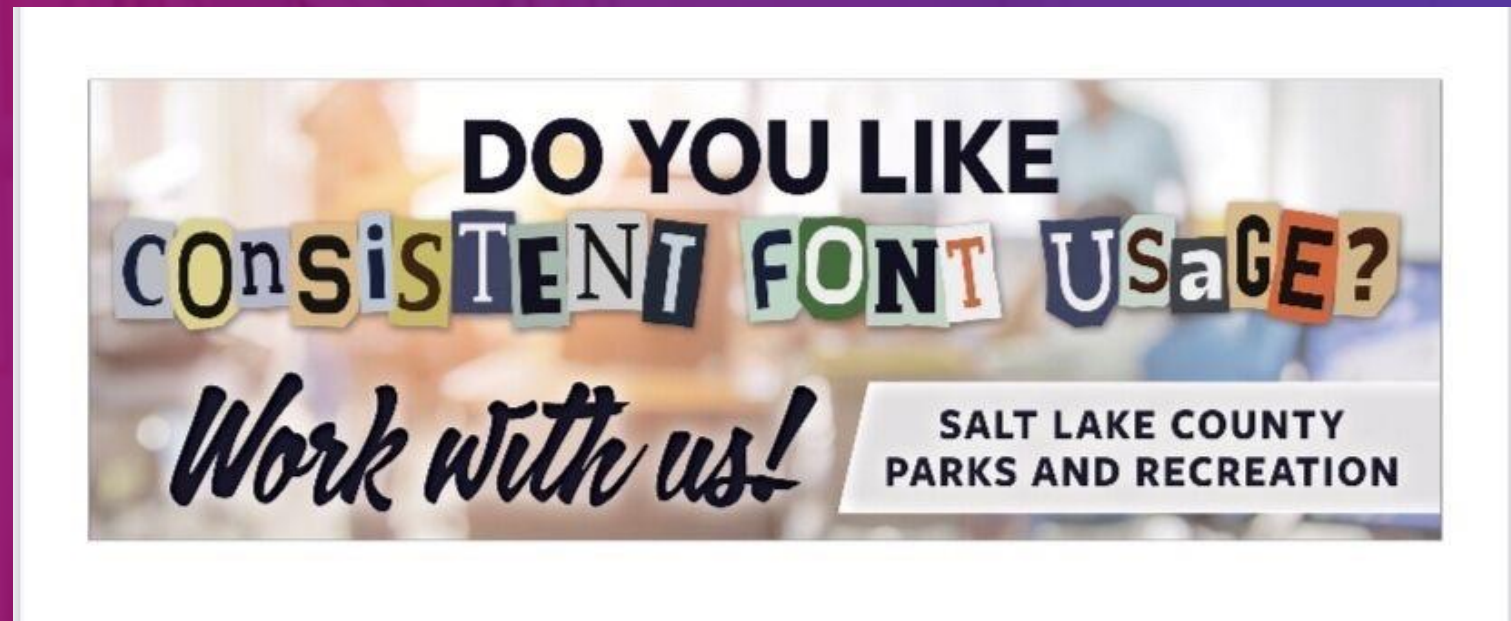


“What could be more important than saving a life of a child?”
 -Heather



SCAN ME

<https://clearfield.city/job-openings/>
 @ClearfieldCityPolice Department



Corporate World

TORO

The Toro Company Careers

About Us ▾

Working Here ▾

Brands ▾

0 Saved Jobs

My Profile



We are The Toro Company.

Enter Keyword(s)

Enter Location



More Brands More Roles More Opportunities



Life at The Toro Company:
Community Values

Listen to employees from across The Toro Company on how they love our community and culture of belonging, trust and integrity.

Up Next:
Sustainability at The Toro Company

MEL
PRODUCT DEVELOPMENT



Volunteerism

- Dollars for Doers Program – TTC grants \$300 to a qualifying nonprofit when an employee volunteers 30 hours or more of personal time in a year.
- Individual Heroic Effort Program – TTC recognizes those who participate in multi-day or marathon fundraising events by matching monies raised, up to \$1,000.
- One of TTC’s greatest community contributions comes in the form of employee volunteerism. The Everyday Hero Award recognizes individual employees who demonstrate an extraordinary commitment to strengthening Toro communities through volunteerism.

Wellness Programs

- Wellbeats – On-demand fitness and nutrition classes.
- Calm – An app that helps you to get better sleep, lower stress and lessen anxiety.
- Learn to Live – Online mental health programs for anxiety, depression, insomnia and/or substance abuse.
- Fidelity Retirement Planning – Retirement planning resources and advisors available.

Team Participation in Nonprofit Events

- When six or more employees participate in an event, TTC will match monies raised, up to \$1,000.

Benefits That Have Your Back

People are at the heart of what we do at The Toro Company (TTC). And we provide the resources our workforce needs to be stable, secure and supported. We offer a competitive and comprehensive benefits program, designed to meet your health and welfare needs, as well as build financial security for your future.

Health

- Medical, Dental, Vision
- Life & Disability Insurance
- Paid Parental Leave
- Accidental Death & Dismemberment Insurance
- Business Travel Accident Coverage
- Pet Insurance

Wealth

- 401(k)
- Paid Vacation and Holidays
- Toro Employees Federal Credit Union
- Adoption Assistance
- Tuition Reimbursement Programs
- Scholarship Programs
- Equipment Purchase Plan
- Matching Gift Program
- Discount Tickets to Local Attractions

Job Hunt

38 Applications

12 Interviews

4 Job Offers

1 Acceptance

12 Ghosts

Average response rate to either interview or rejection – 6 weeks

Unemployed 90 Days (Ghosting Principal)

The Job Hunt Process



Competition

- Job Descriptions
 - Selling the experience before the job is even mentioned
 - [St. George City](#)
 - [Qualtrics](#)

- Advertising
- Text that excites and engages future employees

Where impact meets opportunity

Work Hard
Growing together,
prospering together

- Workplace environment
- Testimonials
- Color, Design, First Look

Building the better local business.

McDonald's Works For Me.
Don't just work harder. Career better
It's Our People Who Make the Difference

Parks & Recreation

- Job Descriptions
 - Is Standard Enough.....
 - Quarterly, Lunches, Gamification, Break Experiences, technology provided
- Culture Paragraph
- Advertising - Now Hiring, Help Wanted, IS NOT ENOUGH
- Posting - Indeed, Ziprecruiter, URPA, Monster, Utah.gov, Glassdoor
- Compensation - monetary, mental, social
- Create a connection to people
- Create the bond between HR and Parks & Recreation
- Remote work conditions, can we adjust.....
- The most dangerous phrase in the language is "we've always done it this way." Rear Admiral Grace Hopper

Tell Me the Why
Scholarships?

Why work for
this team?

Testimonials

Mission, Vision,
Values

Career Path

Awards

A New Look at Hiring



GOVERNMENT

DEPARTMENTS

RESIDENTS

BUSINESS

I WANT TO...

Agendas E-Alerts News Translate

Home > Jobs

Select Language

Filter

Keywords

JOBS LOGIN

Current Job Listings 9 Total Jobs.

The City of Pearland is a full-service municipal government located in the Texas Gulf Coast region just 20 minutes from downtown Houston. If you are interested in learning a bit more, check out our [Community Profile](#). Or to see the impact that the organization has in the local community view the biennial [Citizen Survey Results](#). The City provides high-quality public safety, parks and recreation, public works and infrastructure, and economic development services to businesses, visitors, and more than 100,000 residents.

The City of Pearland is the innovative leader for delivery of quality services with the following Core Values: **Responsive, Results-Oriented, Trust-Builders, and Accountable**. The City operates in a [Council-Manager form of government](#) with professional administrators and staff working in tandem with elected officials and the community.

The City has a combination of over 750 full and part time employees who have access to a variety of [benefits](#) and believe in providing [Service the Pearland Way](#). The citizens of Pearland expect and deserve a committed cadre of talented individuals chosen based on high standards, personal merit as well as their potential to contribute to optimizing performance of the organization. The City of Pearland is looking for a diverse and talented workforce interested in using multi-directional communication (top to bottom, bottom to top, and across peer groups), participating in cross-functional teams, participating in a culture of continuous learning that encourages employee development, embraces technology with a focus on improving service delivery, and thrives in an environment where innovation is encouraged.

Click on a job title below to learn more about the opening.

For additional information contact Human Resources at 281-652-1763.



Sign Up For Job Alerts!

Name

Email

San Antonio, TX US

I agree to the terms of service and privacy policy.

Send Me Jobs

powered by Refer.io

Resources

- > PEARLAND ISD
- > ALVIN ISD
- > PEARLAND CHAMBER OF COMMERCE
- > LINKEDIN
- > PEARLAND ECONOMIC DEVELOPMENT CORPORATION
- > PEARLAND CONVENTION AND VISITORS BUREAU

Share This Page



Tell Me the Why

Why work for this team?

Testimonials

Mission, Vision, Values

Career Path

The screenshot displays the City of Las Vegas Human Resources website. At the top left is a 'Menu' icon. The header features the City of Las Vegas logo and the text 'Human Resources'. A search bar contains the word 'recreation'. Below the search bar is a table of job listings. The 'HOURLY - Pool Manager' job is highlighted. To the right of the table, a detailed view of the 'HOURLY - Pool Manager' job is shown, including salary, location, job type, department, job number, and closing date. Below this is a section for 'About the Position' with sub-sections for 'Career Opportunity', 'Supervision Received', and 'POOL LOCATIONS'.

Menu >

CITY OF LAS VEGAS NEVADA

Human Resources

Welcome to the City of Las Vegas Career Page!
Current City of Las Vegas employees, click on [Promotions/Transfers](#) to

recreation X Q

Job Title	Job Type	Salary	Closing
HOURLY - Instructor (Various Programs)	Hourly	\$10.00 - \$18.25 Hourly	Conti
HOURLY - Pool Manager	Hourly	\$17.00 Hourly	11/04/
HOURLY - Lifeguard/WSI	Hourly	\$15.00 Hourly	11/04/
SAFEKEY - Safekey Site Assistant and Site Lead	Hourly	\$12.00 - \$14.00 Hourly	

HOURLY - Pool Manager

Salary ⓘ \$17.00 Hourly Location ⓘ City of Las Vegas, NV

Job Type Hourly Department Parks and Recreation

Job Number HRLY2021

Closing 11/4/2021 11:59 PM Pacific

[DESCRIPTION](#) [BENEFITS](#) [QUESTIONS](#)

About the Position

Career Opportunity:

The City of Las Vegas Parks & Recreation department invites applications for **Pool Manager**.

This is an hourly level, part-time position. Scheduled hours for this position are limited to 19 hours or less per week (Shift will vary based on the needs of the programs and facility). Hourly employees are also limited to 1,560 hours of work in any 18 month period.

Supervision Received

Receives general supervision from higher level supervisory or management staff.

POOL LOCATIONS

- Municipal Pool • 431 E. Bonanza Road
- Pavilion Pool • 101 S. Pavilion Center Drive
- Doolittle Pool • 1940 N. J St.
- Garside Pool • 250 S. Torrey Pines Drive
- Carlos L. Martinez & Darrio J. Hall Pool • 889 N. Pecos Road
- Baker Pool • 1020 E. St. Louis Ave

Interviewing/Reviewing




Competition

- Applying - Hiring on the spot
- Interview Questions - [Digital Interview](#)
- Process - Text, Email, Push Notifications on next steps
- Timeline - Infographic that shows the process after interview, portal for tracking process. Info sheet of helpful information.
- [Career Expert Advice for quitting your job](#)

Parks & Recreation

- First Impression - [Website](#)
- Applying - [What do our applications look like?](#)
You're on the clock competing with other employers
- Interview Questions - Thought provoked, custom to job
 - Values Question
- Key question - Values, Mission, Vision Exercise
Entry Level - 15-20 minutes; Mid Level - 20-25 minutes; Executive Level - 30-40 minutes; Group - 15-20 minutes per group.
- Process - How do we communicate back to the applicant?
- Timeline - Do we have a clear timeline of the next steps? How do we avoid ghosting applicants?



Create the kind of workplace and company culture that will attract great talent. If you hire brilliant people, they will make work feel more like play.

Richard Branson

Culture

Introduction to the Culture

Competition

- Research the competition in your community
 - Top employer in your city, county, geographical area
 - The private sector isn't copying us in our hiring practices
 - CEOs aren't calling City Managers for advice

Parks & Recreation

- Acceptance Letter
- Link to Intro Videos – [Director](#), [Mayor](#), Council
 - Reiterate core values, mission and vision
- Custom Swag Options Sheet. Custom Office Supplies.
- Email employees of new employees start date
- Prepare outline for first day
- Prepare email/text of what is expected the first day i.e., dress code, supplies, documents, office space, etc.
- Before the first day
 - Paperwork – Employee Cheat Sheet
 - Cheat Sheet plays a critical role in the onboarding customization process

Swag Up

YOUR CHOICE MATTERS

Swag Up

CHOOSE
1 JACKET OR HOODIE
2 POLO'S
2-3 T-SHIRTS

PLEASE SPECIFY SIZE,
COLOR, QUANTITY OF EACH

MORE INFORMATION
WWW.SANMAR.COM
WWW.NEXTLEVELAPPAREL.COM



Before the first day

- Prepare Paperwork Packet
 - Think about what can be prefilled out or done before first day i.e., CPR, first aid, training videos, payroll documents
 - NO paperwork first day
 - Prepare Office Space = Home at Work
 - phone charger, speakers, headphones for remote/conference calls office organizer, paint colors, NEW office chair, TV, office sign, etc.
 - Prepare Outline for first week – Washington City
 - Assign Mentor or Buddy Washington City example
 - Gift basket preparation – uniform, business cards, favorite candy bar, custom gift card (employee cheat sheet)
- Prepare jargon cheat sheet – software, city talk, budgets, etc.
 - Prepare technology – passwords, login information, voicemail, phone setup, etc.
 - Notify other departments of new hire
 - Review **employee cheat sheet** for customization

Employee Cheat Sheet

Employee Information

Date: _____

EMPLOYEE INFORMATION

Name: _____ Start date: _____
Position: _____ Manager: _____

FAMILY LIFE

Married Single Divorced Other _____ (optional)

How many kids _____

Spouse Name: _____
Names _____

PERSONALTY

Favorite color: _____ What motivates You: _____
Favorite movie: _____ What makes You Happy: _____
Favorite food: _____ What makes You Sad: _____
Favorite song: _____ Favorite singer: _____ Favorite genre of music: _____
Hobbies: _____
Favorite sports team: _____ Do you speak any other languages: _____
Favorite book: _____ Favorite quote: _____

What is your style (personality, philosophy on life): _____

FUN

If you could vacation anywhere in the world would you go: _____

What's the coolest thing you have every done in your life: _____

If you had \$25 what would you do with it: _____

If you could be any animal what would you be and why: _____

If you were a superhero who would you be and what would your super hero power be: _____

What's was your favorite toy growing up: _____ What's your favorite toy now: _____

If you had a day to yourself what would you do: _____

What's something that most people don't know about you: _____

What's one of your guilty pleasures: _____

What's your favorite thing to wear: _____

If you could have a meal with anyone dead or alive who would it be and where: _____

WORK LIFE

What do you like most about your job: _____

What motivates you to accomplish your goals: _____

On a scale of 1 being poor and 10 being excellent how would you rate your job right now: _____

If less than a 6 how can it be better: _____

What's something you want to accomplish/learn at work that you haven't been able to do yet: _____

How do you like to be complimented:

- Verbal
 Physical – Note, Gift, High Five, etc.
 Public – Meeting, in a Crowd

If you could change one thing about your job what would it be: _____

VALUES

Please list values that are important to you: _____

Please list work values that are important to you: _____

OTHER

Please write any other information you want to share: _____

Tech Up

YOUR CHOICE MATTERS

Tech Up



- OFFICE CHAIR SELECTION
- CHOICE OF WINDOWS OR OS DEVICE
- CHOICE OF 3 CUSTOM OFFICE TECH ITEMS UNDER \$25
- DESK OR STANDING
- MOBILE OR DESKTOP
- SPEAKER(S) FOR OFFICE

First Day-Soccer Referee

- First Day of Training
 - Refer to Centerville Soccer Referee Onboarding Sheet
 - Meet the Team
 - Social Media Intro/South Summit Intro of Lifeguards
 - Intro Mentor/Buddy
 - Team Building Activity - Who's on the bus? Card game
 - Gamification - What can we do to gamify within our programs?
 - Company Culture
 - Buy in to the purpose
 - Department Perks - Flexibility, Scholarship Stipend,
 - Communication
- Field Day Experience
- Scrimmage with stop and play training



Soccer Referee

- Refer to Centerville Soccer Referee Onboarding Sheet
- Meet the Team
- Social Media Intro/South Summit Intro of Lifeguards
- Intro Mentor/Buddy
- Team Building Activity – Who’s on the bus? Card game
- Buy in to the purpose
- Talk about progression opportunities



Soccer Referee Centerville City

Job Summary

This is a part-time position working under the direction of the Recreation Director, Program Supervisor, or Site Supervisor. Responsible for officiating the youth soccer league. Maintain standards of the game; detect infractions of rules and decide penalties according to established regulations; instruct players on the reason for the violation. Assist with field preparation and control of the overall game. Maintain a high level of professionalism and customer service. Exhibit and emphasize teamwork and sportsmanship. Perform other duties as assigned.

First Day Experience - In Class Training - 60 minutes

Meet the team

- Picture post to social media for introduction (like a signing day with Utah Grizzly)
- Video Council and Mayor
- Tour of office, facilities, breakroom, restrooms, fields
- Intro to Workspace - field, gym logistics, school policy, custom uniform, custom swag (employee cheat sheet)

Intro Mentor/Buddy

- Pair with experienced staff member when possible

Team Building Activity

- Who's on the bus?

Company Culture

- Mission, Vision, Value - Video
- Video from Director, Council, Mayor
- Department Lingo
- City Required Training
 - o Handbook
 - o Risk management - Liability

Communication

- Parents/Coaches
- Emergency Procedures
 - o Accident/Incident Reports
 - o Non-Emergency vs. Emergency
- Payroll
 - o Incentive based pay/promotion schedule
 - o Schedule - signing up for games, cancelation policy, 3 strikes rule

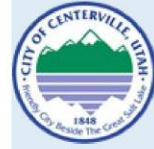
Field Day Experience - Out of Classroom Training - 60 Minutes

Practical Training

- Scrimmage with two teams at practice
- Field Set Up
- Rules

Full Time Staff Member

- Meet in the Parking Lot
- Custom Welcome Gift Basket (employee cheat sheet)
- Office personalization (creative workspace or black hole)
- Notebook – DOCUMENT, DOCUMENT, DOCUMENT
- Power of Moments – Dan & Cheap Heath – John Deere Hiring
- Everyday should feel like the rehire day



Full Time Staff Member Centerville City

Job Summary

To plan and coordinate year-round sports leagues for youth and adults and recreation programs for children, teenagers, and adults; to coordinate, direct and plan a variety of recreational and facility use functions; to oversee and coordinate volunteers and volunteer opportunities; to assist organizations with planning and program development and community organizations and residents; and to assist with special events; schedules facilities and volunteers.

First Day Experience - Morning - 8:30 - 12pm

Meet in Parking Lot

- Custom Parking Spot

Meet the team

- Welcome banner
- Picture post to social media for introduction (similar to a signing day Utah Grizzly Example)
- Video Council and Mayor
- Tour of office, facilities, breakroom, restrooms
- Intro to Workspace – Glimpse of office space, custom gift basket, staff shirt, banner at office space, welcome signs from other employees. (Employee cheat sheet)

Intro Mentor/Buddy

- Pair with experienced staff member when possible

Team Building Activity

- Who's on the bus?

Company Culture

- Mission, Vision, Value - Video
- Video from Director, Council, Mayor
- Department Lingo

Lunch with 2-3 Staff - 12pm - 1pm

- Time for informal questions
- Turn the conversation to getting to know the people of the company

First Day Experience - 1pm - 4pm

Move into office

- Clean - This is their home at work, make it comfortable
- Personalized - Desktop Screen Welcome,
- Customized Items - chair, desk, name plate, leather bound journal, let them order a few custom items to personalize space
- Company Directory - Emails, Phone Numbers, Departments
- Tools - office supplies, tools to hang/install items

Gamification

WORKPLACE GAMIFICATION

INCREASING EMPLOYEE ENGAGEMENT AND PRODUCTIVITY



Gamification in the workplace isn't just about turning work into a game. It's about using psychology to motivate workers, drive higher employee productivity and improve business outcomes. Gamification apps tailor the game mechanics and motivational techniques to add competition to the work environment and foster employees' behaviour needed to achieve important business goals.

Gamification can be used to:



Educate
employees



Motivate
employees



Engage
employees



Optimize
workflows



Attract young
professionals



The object of philosophy is the
logical clarification of thought.

Ludwig Wittgenstein

quote fancy

Clarification = Progress

Employee Progress

Continuous Performance Management

- Weekly Check-ins
- Weekly Planning
- Monthly Leadership Training
- 2-3 quarterly goals
 - Provide supplemental support behind the scenes
 - Review, Revise, Recreate, or Chuck it
- Customized employee appreciation
- Progressive reviews, clear plan to next raise, job title or career
- Increases spread out over year based upon performance
- Surveys – QR Codes, Email, Texts, Communication Tools
- DOCUMENT, DOCUMENT, DOCUMENT

Resources

Employee Performance Tools

- [LinkedIn Learning: Online Courses for Creative, Technology, Business Skills](#)
- [HR and Talent Management Resource Library | BambooHR](#)
- www.eloomi.com
- www.allvoices.co

Employee Recognition Tools

- www.motivosity.com
- [Kudos Social Recognition](#)
- try.nectarhr.com
- [Bonusly - Fun, Personal Employee Recognition and Rewards](#)

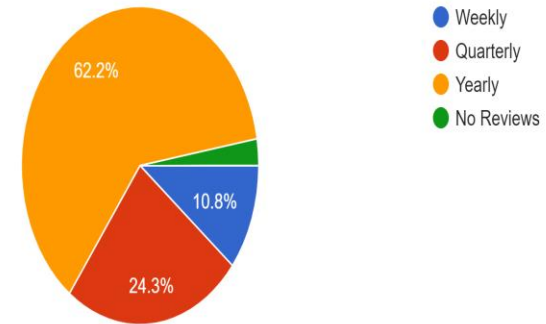
Employee Progress

Performance Reviews vs. 360 Approach



How often do you review employee performance?

37 responses



Resources

- www.thebalancecareers.com
- [Employee Performance Reviews: Productive Or Destructive? – Findmyshift](#)
- [13 Employee Performance Review Tips That Actually Improve Performance \(quantumworkplace.com\)](#)
- [32 Performance Review Phrases By Skill \(With Examples\) | Indeed.com](#)
- [Employees Don't Quit Their Job; They Quit Their Boss! | brigettehyacinth.com](#)
- [21 Engaging Performance Review Examples \(+ Templates\) \(venngage.com\)](#)
- [17 Performance Review Templates to Motivate Employees \(quantumworkplace.com\)](#)

Consistency Is HARD but You Can Do It

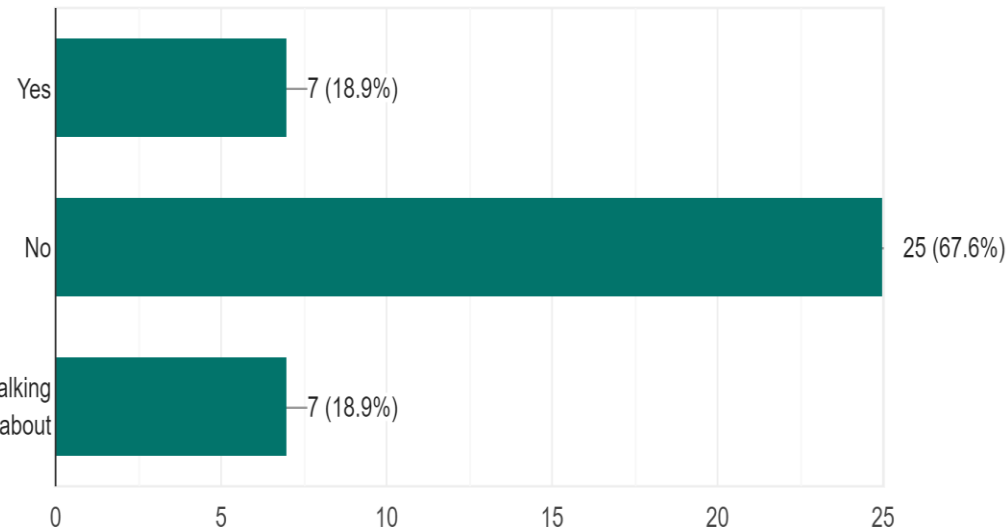
Stay Current with Market

- Create an internal focus group to get relevant feedback from employees
 - Seasonal Advisory Council
 - Part Time Advisory Council – Henderson City
- Employee engagement is not easy
 - Combination of custom and blanket employee experience
- Constantly reevaluate process
 - Factors – Min. Wage, Economy, Job Force
 - Plan a reoccurring time to update content

Offboarding aka When Employees Leave

Does your agency offer an off boarding process?

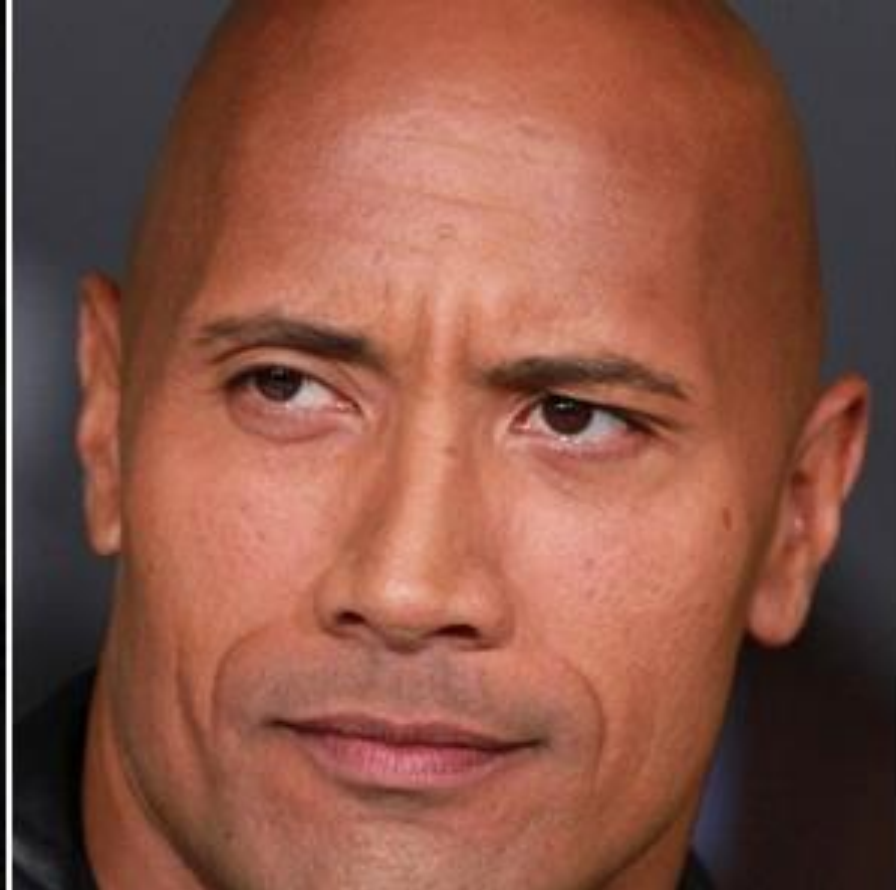
37 responses



When change happens – Learn from It

- Exit Interview – Voluntary vs Involuntary
 - Survey for part time, interview for full time if possible
- Off boarding data will improve onboarding process
- Testimonials
- Logistics

Change passwords, logins, access, keys
DOCUMENT, DOCUMENT, DOCUMENT



Success isn't always about
'greatness'. It's about consistency.
Consistent hard work gains success.
Greatness will come.

— *Dwayne Johnson* —

Consistency

THANK YOU!

