Prioritize Staff Development

Investing in Staff

2018 Community Action Symposium
Invest in your Human Capital

- Better Recruitment
- Improve retention rates
- Increase employee satisfaction
- Develop employee engagement
- Improve communication
- Greater Company Culture
Hiring Right the First Time
Who are we Hiring?

HELLO
I'M A...

MILLENNIAL
<table>
<thead>
<tr>
<th>More Important</th>
<th>Less Important</th>
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<tbody>
<tr>
<td>Work Life Balance</td>
<td>Unlimited Focus on Career Success</td>
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<tr>
<td>Regular Positive Feedback</td>
<td>Annual Job Review</td>
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<td>Purpose Oriented</td>
<td>Task Oriented</td>
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<tr>
<td>Personal Impact on the Community</td>
<td>Job Compensation Plan</td>
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<tr>
<td>Celebrate Strengths</td>
<td>Fix / Improve Weaknesses</td>
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<tr>
<td>Mentor</td>
<td>Manager</td>
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<tr>
<td>Personal Growth</td>
<td>Job Stability and Security</td>
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<tr>
<td>Delivering Results</td>
<td>Advancement via Seniority and Time of Service</td>
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<tr>
<td>Disruptive Entrepreneurial Innovation</td>
<td>Steady Incremental Growth</td>
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<tr>
<td>Acquiring Transferable Job Skills</td>
<td>Lifelong employment at a company</td>
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The Handbook

CSBG Standards

• Require attorney-approved 7:1, 7:2
• Whistleblower 7:7
• Conflict of Interest 5:6
EMPLOYEE ENGAGEMENT
Feedback

Employee Engagement

SMART Goals

360 Evaluations

Surveys
Investment

Employee Engagement

- On Boarding
- Environment
- Networking
- Fun
Leadership Academy
Manager Partner Program
Develop Teams
Culture

Employee Engagement

- Coaching
- Trust
- Encourage Health & Wellness
- Coaching
AtTRACTING, ReTRAINING, & ReTAINING
Invest in your Human Capital

- Be INTENTIOINAL
- Promote Growth