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LEAVING YOUR MARK

2017 MMASC Annual Conference

Staff Management 101

Why Good Staff Burnt Out and Quit

Presented by

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Staff Management 101

Am I overworking my staff?

Delegation vs. Giving extra work

Overworking = Burnout

Counterproductive

Bigger workload

Rewards system



Staff Management 101

Do I Care About My Employees?

How do you care?

Wants, Worries, Wishes

Humanistic concerns and Business effectiveness

Bottom line

Long Term Thinker

Impulsive



Staff Management 101

Do I Honor Commitments?

Promises....promises....promises

COMMIT TO PRODUCING A PRODUCT AND A VISION



Staff Management 101

Do I Let My Staff Pursue Passions?

People are not one dimensional

Balance

Time Management- work load and effectiveness

Life Management- family load and affect on work



Staff Management 101

Do I Develop Their Skills?

What are some crucial skills to develop at every level?

Problem solving

Team playerism

Goal setting

Constructive Criticism

Innovation VS Creativity

ROLE ACKNOWLEDGMENT
STAY IN YOUR LANE



Staff Management 101

Do I Challenge Them Intellectually?

Impossible/inconceivable to implementation magic

Train your teams to find the solutions to problems

READ READ READ =better writing, better speaking,
more knowledge to share



The Management 101 SELF CHECK....

Do I Evaluate Myself From Their Perspective?

Are you authentic?

ACTIONS AND WORDS---speak louder? Act more? DO BOTH!

Are you open?

Are you approachable?

Do you allow for trust to build?

Are you transparent when you share info?



THANK YOU!!!!

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