Boosting Team Morale: A Workshop in Team Engagement

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Objectives

- Talent Selection
- Multigenerational Workplace
- Employee Engagement
Light Up Your Leadership

Know Your Talent
- Show Interest
- Listen
- Engage in Conversation
- Motivators
- Build a Team: Focus on “We” and “Us”
- Perception
Talent Selection

Areas to consider when developing a talent selection process
Stage 1: Define

Define

- Company structure and culture
- Ideal candidate profile
- Hiring Needs
- Long-Term Vision
Stage 2: Strategy

- Strategy
  - Identify sourcing channels
  - Create target dates
  - Go-to-market strategy
  - Build talent community
  - Competitive approach
Stage 3: Implementation

- Implementation
  - Planning
  - Identifying
  - Attracting
  - Branding
Stage 4: On-Boarding

- Warm welcome
- Establish realistic expectations
- Leverage technology
- Keep communication open
Stage 5: Retention

Retention

• Identify and establish motivators
• Incentivize the team
• Create a positive work environment
• Provide resources and tools for success
Multigenerational Workplace

Activity: Generational Differences
Generations

Today’s workplace spans at least three generations.

- **Baby Boomers**
  - Born between 1945-1965

- **Gen X**
  - Born between the mid-1960s and 1980

- **Gen Y**
  - Born between 1981 and 2000
Culture of Commitment

Integrate the various generations:

• Build and promote a learning environment conducive to attracting and retaining a cross-section of individuals.

• Establish a strategic vision for motivating, coaching and developing diverse employees.

• Create a variety of learning and development experiences that engage and empower individuals to achieve shared business objectives.
Tips for Multigenerational Workforces

- Communicate uniquely with each generation
- Accommodate employee differences
- Create workplace choices
- Be flexible in your leadership style
- Respect competence and initiative
- Nourish Retention
Whether born in 1950 or 1980, when people are happy at work, they are more productive and engaged about the well being of the company.
Employee Engagement

Activity: Boosting Team Morale
Morale Boosters

- Communicate clear goals and expectations
- Share information
- Actively promote a positive culture
- Feedback – constant and immediate
- Collaborate and share

- Build trust
- Encourage innovation
- Create a strong team environment
- Sense of belonging
- Incentives
- Celebrate achievements
Employee Incentives

- Cash, gift cards, tickets
- Flex Time
- Corporate memberships
- Benefits
- Volunteer Hours
- Applaud and reward their efforts
- Say “Thank You”
Questions?

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Final Thoughts

Maximize on your current talent pool

Realize and understand workplace differences

There is no “I” in “Team”