If you could have someone follow you around all the time, like a personal assistant, what would you have them do?

Insert response in chat while we wait to begin.
Nurturing Safe Space

ENSURING EMPLOYEE RETENTION
Facilitator

Ginny Waller, Esq., CFRE
• Maintain Zoom etiquette.

• Fully participate and engage.

• Be kind, honest, open, and nonjudgmental.
<table>
<thead>
<tr>
<th>Why are you here today?</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>A. I need a quick fix to stop the purge. Burnout is the name of the game.</td>
<td></td>
</tr>
<tr>
<td>B. Our staff is T-I-R-E-D. I need solutions to bring them back from the ledge.</td>
<td></td>
</tr>
<tr>
<td>C. I am seeking a few activities to build team as we return to a new normal.</td>
<td></td>
</tr>
<tr>
<td>D. The team is good, but could always be better.</td>
<td></td>
</tr>
<tr>
<td>E. Other. Answer in Chat.</td>
<td></td>
</tr>
</tbody>
</table>
Learning Outcomes

Define a healthy organizational culture.

Identify methods of employee engagement.
The Great Resignation

As The Pandemic Recedes, Millions Of Workers Are Saying 'I Quit'
June 24, 2021
By Andrea Hsu, NPR

The Great Resignation: How employers drove workers to quit

By Kate Morgan, BBC July 1, 2021
Why do employees leave?

Breakout
3 minutes.

Scribe has the longest hair.
Report back.
Why Employees Leave

Passion

Unhealthy Organizational Culture

Bureaucracy
Healthy Organizational Culture

A culture in which the nonprofit’s values and behaviors are consistently lived across an organization.
Healthy Workplace Indicators

- Mostly smoke
- Mission-focused
- People are the priority.
- Self care
- Flexible schedule
- Community
- Project-focused
- Yes!
- Incremental Change
Employee Engagement

People often say that motivation doesn’t last. Well, neither does bathing – that’s why we recommend it daily.

Zig Ziglar
Engaging Team

Define WHY
<table>
<thead>
<tr>
<th>Five Languages of Appreciation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Affirmation</td>
</tr>
<tr>
<td>Acts of Service</td>
</tr>
<tr>
<td>Receiving Gifts</td>
</tr>
<tr>
<td>Quality Time</td>
</tr>
<tr>
<td>Appropriate Physical Touch</td>
</tr>
</tbody>
</table>
Engaging Team

Strengthen relationships
<table>
<thead>
<tr>
<th>Do you have formal supervision?</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Formal supervision with a set agenda biweekly.</td>
</tr>
<tr>
<td>B. No set agenda, but regular, dedicated check ins.</td>
</tr>
<tr>
<td>C. When we get a chance.</td>
</tr>
<tr>
<td>D. Other.</td>
</tr>
</tbody>
</table>
Engaging Team

Quality Time: Supervision
Engaging Team

Recognition and Affirmation

81% of employees seldom or never receive public praise
76% of employees seldom or never receive written appreciation from their managers
58% of employees rarely or never receive praise from their managers
Engaging Team

Privileges and Gifts
Do you provide professional development?

A. Yes! It is required and funded. At least once per year.

B. Sometimes when we have the funding, or it’s free.

C. No – Did we mention staff is T-I-R-E-D?!
Engaging Team

Professional Development
Invitation to Brave Space

Written by Micky ScottBey Jones

Listen
Together we will create brave space.
Because there is no such thing as a “safe space” —
We exist in the real world.
We all carry scars and we have all caused wounds.
In this space
We seek to turn down the volume of the outside world,
We amplify voices that fight to be heard elsewhere,

We call each other to more truth and love.
We have the right to start somewhere and continue to grow.
We have the responsibility to examine what we think we know.
We will not be perfect.
This space will not be perfect.
It will not always be what we wish it to be.
But
It will be our brave space together,
and
We will work on it side by side.