Today’s Session

Take-Aways

- Why Your Core Values + Culture Matter
- Understand Your Talent Attraction Strategy
- Create an Applicant Tracking System
- Orientation vs. OnBoarding
- Benefits to Online/Digital Training Options
Do you just hope to get a warm body on staff OR do you have a Talent Attraction Strategy?

Attract
Do you have a one-stop shot OR do you allow space to discover if each applicant is a good fit?

Train
Do you toss new hires a mound of paperwork and a binder give a blah-blah orientation OR do you have a streamlined, repeatable engaging onboarding process?

Components of Retention

ATTRACT
WHAT IS YOUR TALENT ATTRACTION STRATEGY?

WHO do you want to hire?
WHERE are you going to find them?
WHAT are you going to offer them?
HOW are you going to train them?
Your Building only takes your Brand so far.

Your Brand is ABUNDANTLY More than Visuals

What is your Staff Brand

• the process of promoting an organization as a great place to work to the kind of talent required by the organization to live out its mission.
WHAT IS YOUR STAFF BRAND

Your talent attraction strategy should display exactly who you are as an employer to the talent that you want to attract.

IS YOUR TEAM BRAND ATTRACTING YOUR IDEAL CUSTOMER?

Do the daily interactions between You, Your Team, Your Parents and Your Kids reflect experience you want to deliver?
“Your culture is a combination of what you create and what you allow.”

“Your values create your culture.”

~Craig Groeschel

POLL

How do you feel about Core Values at your school?

• We have never discussed Core Values.
• We have discussed Core Values, but never published or made formal.
• We have Core Values, but we need to refine and reiterate.
• We have them, we refer to them - basically we are killin’ it with core values.

As a leader, what do you love with all of your heart and are willing to fight for?
What are the things that happen at work that absolutely infuriate you?

Check-in

INVESTIGATE
What do YOUR actions say YOU value? Deep due on what's working, what's not working and what needs to

IDENTIFY
What are the 'Values Vultures' that hijack harmony in your school and create conflict

IMPLEMENT
Create a plan to cast the vision for values you want to cultivate with your team

There are 3 main ingredients to creating and cultivating core values that will drive your culture and bond your team.

WHAT IS YOUR

Tell us about it in the comments
ENGAGE 02

WHAT IS YOUR “DISCOVERY” PROCESS?

Discovery vs. Interview

Discovery Call
ZOOM

Discovery Meet
Face to Face

Discovery Day
In Class Team Teach

Best Discovery Questions

- Tell me about a time...
- Reflect on what you could have done better...
- Scenario
- Values-Based Inquiries
- Skill Assessments
OnBoarding can significantly improve employee engagement and reduce turnover within your organization. 50% of new hires leave companies within the first 18 months.
Orientation
one-time event welcoming new staff to your school.

OnBoarding
series of events (including orientation) that helps them understand how to be successful in their day-to-day job and how their work contributes to the overall business and culture of the school.

Orientation

OnBoarding

Employee:
• Engagement
• Recognition
• Contribution
• Mentoring

Effort comes from high engagement

"Return Zone"
Your School is benefitting from the employee

"Investment Zone"
You invest in the employee & peer relationships are formed

When Employees have a checklist up front, they complete their on-boarding 25% faster. ~Google

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Your Training Tracks

ON-LINE TRAINING
- PIXIE Alumni
- Team Building
- Professional Development
- Leadership Development
- MENTORSHIP

IN CLASS TRAINING
- Shadow a Teacher
- Getting to Know Your Team
- Taking Notes During Class
- Following the Training "Script"

Your Tasks in Trello®

Tasks to Complete
- Project Completion Date
- Project Overview
- Project Description
- Project Budget
- Project Timeline

Items You Provide
- Project Description
- Project Budget
- Project Timeline
- Project Completion Date

Source: Rachel Supalla @kidszoneteachermama

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Have a post-it party!

OnBoarding Tracking System

Assess Yourself

01 When did you last update your manuals (not just for COVID)? Why did you do it when you did it?

02 What about your OnBoarding Process is NOT working?

03 Do you have any limiting mindsets around your ability to convert your manuals to modules?

04 What would you feel like if you did not have to do a manual orientation with new employees every time?
4 Research-Based Reasons You Should Stop Using Paper Manuals for Your Employees

01 ALL the People SAVE HOURS

Online training reduces the average time spent training by 40%
60% less time for teams to complete compared to traditional, in-person training methods.

Brandon Hall Research

02 School SAVES MONEY + Resources

Besides saving 10,000 sheets of paper and 87 binders (depending on your turnover rate) 42% of companies said they saw an increase in company revenue.

Brandon Hall Research
Employees WILL RETAIN INFO

57% of people believed they learned more through online learning.

Online Learning Increases knowledge retention by at least 25%.

Brandon Hall Research

Greater Employee Satisfaction + Buy-In

70% said they generally prefer online learning as opposed to traditional learning.

92% of employees say that having the technology to do their job efficiently affects their work satisfaction.

Troy University

WHY is this important?

Switching from a manual to online training...

- Consolidates and optimizes resources
- Leads to better training outcomes
- Adds value to your organization

www.automobili.com
AND...

When the majority of internal processes are manual, accuracy automatically takes a hit because of the increased probability of error due to human nature and general burnout.

THE ULTIMATE CHECKLIST

for converting that hot-mess handbook to clear and concise online training modules (using all free tools!)

Technology

Switching from manual to online training consolidates and optimizes resources, leading to better outcomes, adding value to your organization.
People will forget what you said.
People will forget what you did.
But people will never forget
how you made them feel.

-Maya Angelou

LAUNCHING Late June
The most comprehensive course to help Early Education Leaders turn their employee manual into an online course

- 10 Modules with Training Videos + Files
- Trello Board to Manage EVERY Task
- Bonus – Overcoming Overwhelm in Canva
- Tech Library for Guidance
- 10 Professional Development Hours
- Options for Slide Deck Done-for-You Templates

m2mchecklist.bethcannonspeaks.com