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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



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Components of Retention

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Attract

Do you just hope to get a warm body of staff OR do you have a Talent Attraction Strategy?

0

Engage

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

0

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?

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ATTRACT 01

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?

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FACTS

Your Building only takes your Brand so far.



7

FACTS

Your Brand is ABUNDANTLY More than Visuals

Logos



AA

Fonts

Colors



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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.

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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.



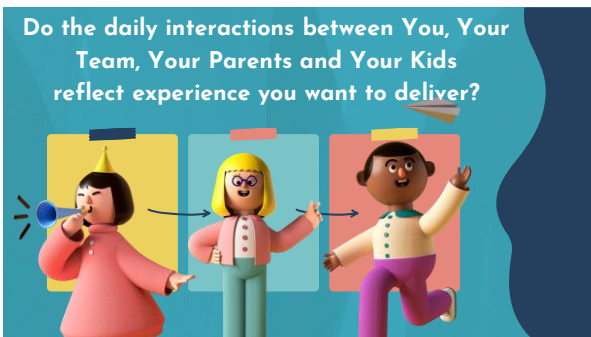
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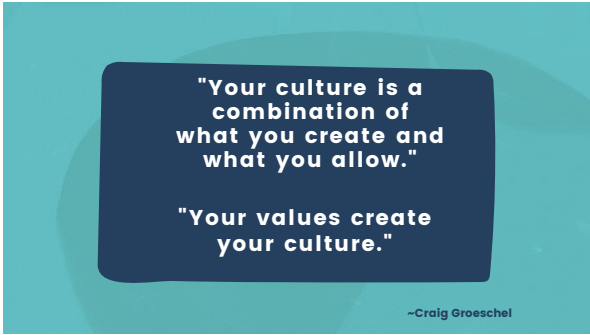
IS YOUR TEAM BRAND ATTRACTING YOUR IDEAL CUSTOMER?

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Do the daily interactions between You, Your Team, Your Parents and Your Kids reflect experience you want to deliver?



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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.

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Core Values Check-in

What are the things that happen at work that absolutely infuriate you?

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

INVESTIGATE	IDENTIFY	IMPLEMENT
<p>What do YOUR actions say you value? Deep Dive on what's working, what's not working, and what needs to</p>	<p>What are the "Values Cultures" that high jack harmony in your school and create conflict</p>	<p>Create a plan to cast the vision for values you want to cultivate with your team</p>

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WHAT IS YOUR

TELL US ABOUT IT IN THE COMMENTS

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ENGAGE 02

WHAT IS YOUR "DISCOVERY" PROCESS?

The slide features a teal background with a yellow border on the left side. Inside the yellow border is a photograph of a woman and a man sitting at a table, looking at a document together. A small blue bird icon is in the bottom left corner of the yellow border.

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Discovery vs. Interview

The slide features a teal background with a yellow wavy line across the middle. Three blue circles are placed along the wavy line, each with text below it. A small blue bird icon is in the top left corner.

- Discovery Call**
ZOOM
- Discovery Meet**
Face to Face
- Discovery Day**
In Class Team Teach

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Best Discovery Questions

- ★ Tell me about a time...
- ★ Reflect on what you could have done better...
- ★ Scenario
- ★ Values-Based Inquiries
- ★ Skill Assessments

The slide features a teal background with a list of five questions, each preceded by a white star icon in a dark blue square. The word 'Questions' is written in a cursive font.

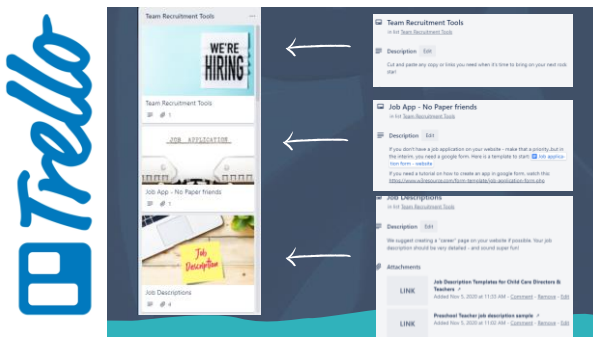
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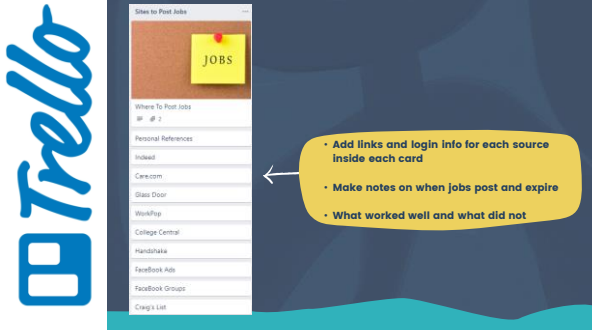
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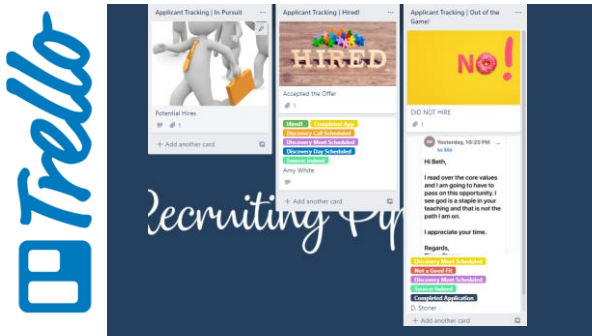
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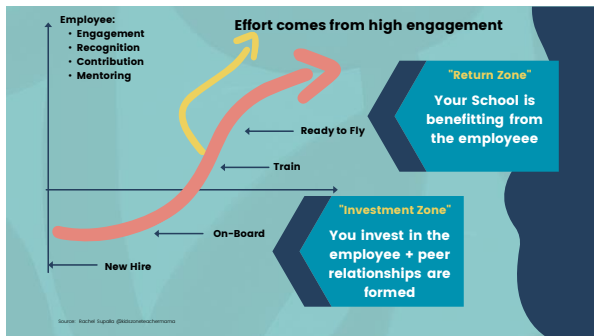
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When Employees have a checklist up front, they complete their on-boarding 25% faster. ~Google

Your Training Tracks	+	Your Tasks in Trello®
<p>ON-LINE TRAINING</p> <ul style="list-style-type: none"> Welcome to the Experience Fulfilling the Experience Delivering the Experience The Parent Lead Experience Phish Stays Experience (if selected to teach this format) Domestication Experience (if selected to teach this format) All-Star Gym Stays Experience (if selected to teach this format) All-Star Sports Experience (if selected to teach this format) MAAC Stays Experience (if selected to teach this format) Yoga Stays Experience (if selected to teach this format) <p>IN CLASS TRAINING</p> <ul style="list-style-type: none"> Phase 1 - Taking It All In Phase 2 - Getting Your Feet Wet Phase 3 - Taking Some Ownership Phase 4 - Taking Off the Training Wheels Phase 5 - Full-On Team Soccer 		<p>Upload To Box®</p> <ul style="list-style-type: none"> IF: Phases PDF to complete on computer W: Phases PDF to complete on computer Driver's License Social Security Card Car Insurance H.S. or College Transcript Final Clearance Letter (after you get fingerprints) Recs of Experience Letter (you have the qual) <p>Tasks to Complete</p> <ul style="list-style-type: none"> Forward All Smack Run: PRC111) DPS H&C Schedule Fingerprints: Instructions from DPS Get fingerprinted (same week) - via resources Forward FINAL Clearance Letter + Upload to BOX Schedule CPR + 1st Aid if needed <p>Items You Provide</p> <ul style="list-style-type: none"> Large Gym Bag - Preferably with wheels Basketball Shoes

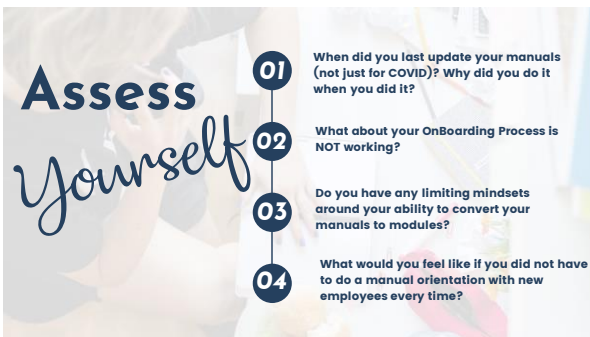
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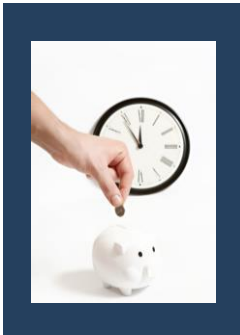


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4 Research-Based Reasons You Should Stop Using Paper Manuals for Your Employees

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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.



01



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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



02



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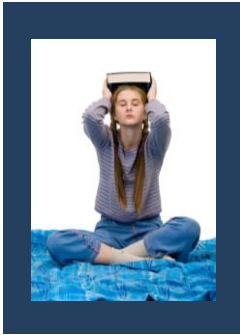
Employees WILL RETAIN INFO

57% of people believed they learned more through online learning

Online Learning increases knowledge retention by at least 25%.



Brandon Hall Research



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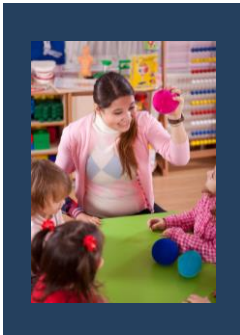
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Greater Employee Satisfaction + Buy-In

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.

Brandon Hall Research



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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

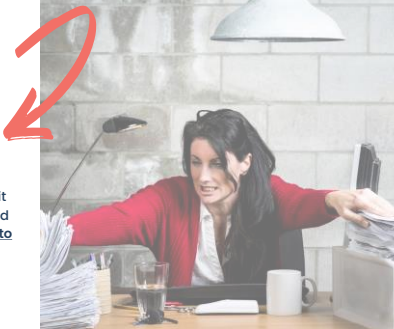


MANUALSTOMODULES/BETHCANNONSPEAKS.COM

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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



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THE ULTIMATE CHECKLIST

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

m2mchecklist.bethcannonspeaks.com/

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Technology

Switching from manual to online training consolidates and optimizes resources, leading to better outcomes, adding value to your organization.

m2mchecklist.bethcannonspeaks.com/

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Manuals
MODULES

LAUNCHING Late June 2021
 The most comprehensive course to help
 Early Education Leaders turn their
 employee manual into an online course

- ★ TEN 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

TRANSFORM YOUR TRAINING
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