Hiring Staff & Reinvesting Staff

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Creating your team

Buy-In
• How do you reinforce your organization’s mission statement?
• How do you share outcomes and successes?
• How do you show an investment in their success in the organization?

Appreciation
• Everyone is different
  • Love languages
    • How it is presented
  • Theory of Multiple Intelligences
• What makes your staff go?
How do you convey information?

• **Kinds of learners**
  • Kinesthetic
  • Visual
  • Auditory
  • Reading/Writing

• How do you as a supervisor best receive information?
  • How do your staff know?
Intergenerational Workplaces

Generations in the workplace

**Silent Generation "Traditionalists"**
(Born 1925 to 1945)

- Significant Events:
  - The Great Depression
  - World War II
  - Pearl Harbor
  - Atomic bombings of Hiroshima and Nagasaki

- Cultural Norms:
  - "Children should be seen and not heard"
  - Men typically worked while women stayed home

- A Few Characteristics:
  - Loyal (and expect loyalty)
  - "Waste not, want not" mentality
  - Appreciate rules and conformity
  - Delay rewards
  - Believe in collective good

**Baby Boomers**
(Born 1946 to 1964)

- Significant Events:
  - Civil Rights Movement
  - Second Wave of Feminism
  - Cold War
  - Vietnam War

- Cultural Norms:
  - Created the term "Workaholics"
  - Work ethic = hours worked
  - Value community involvement
  - Pursue the "American Dream"

- A Few Characteristics:
  - Optimistic
  - Goal-oriented
  - Self-acquiring
  - Team oriented
  - Value ambition

**Generation X**
(Born 1965 to 1978)

- Significant Events:
  - Vietnam War
  - Watergate
  - AIDS
  - Computers

- Cultural Norms:
  - More dual-income families
  - Higher number of divorces
  - "Latchkey kids"

- A Few Characteristics:
  - Entrepreneurial
  - Independent
  - Seek work-life balance
  - Pragmatic
  - More informal

**Millennials**
(Born 1980 to 2000)

- Significant Events:
  - September 11 attacks
  - Growth of the Internet
  - Rise in school shootings
  - Globalism

- Cultural Norms:
  - Formal and informal skills training
  - Instant access to information online
  - Avoid consumers
  - "Helicopter parents"

- A Few Characteristics:
  - Tech-savvy
  - Prefer regular feedback
  - Prioritize work-life balance
  - Passionate about diversity, equality
  - Seek work with meaning, impact

**Generation Z**
(Born 2000-)

- Significant Events:
  - Great Recession
  - Evolution of mobile devices
  - Global terrorism
  - 24-hour news cycle

- Cultural Norms:
  - True digital natives
  - Highly connected
  - Highly mobile
  - Experience > products

- A Few Characteristics:
  - Motivated by financial incentives
  - Highly self-directed
  - Highly collaborative
  - Entrepreneurial
  - Prefer face-to-face connection
Happy Staff is Invaluable PR

• You can’t buy loyalty
• Easier hiring in the future
• Your organization listed on their resume – make sure they are ready to represent you!
• Happy staff have better relationships with members and families
Unpopular Opinions on Interviews

Disclaimer: I understand that some organizations have set interviews

• It is as much making sure that a person is right for the team as it is letting the person understand you as a supervisor
  • How do you convey your expectations and style as a supervisor?
  • How do you convey the culture of your team?
What do you do?
Type in the chat