



LEADERS ASSEMBLY 2018: THE PURSUIT OF EXCELLENCE **March 18-20, 2018 in Baltimore, MD**

Ma Tovv: Strategies to Bless Your Workforce
Monday, March 19 from 5:00PM-6:30PM

SESSION PRESENTER(S):

Mark S. Young, Jewish Theological Seminary

SESSION DESCRIPTION:

Mark S. Young, will lead an interactive workshop with concrete strategies on how Jewish camps can best retain and value our staff (both full-time and seasonal staff). By infusing theory from the corporate world's, The Good Jobs Strategy, and examples from nonprofits inside and outside the Jewish sector, with inspiration from Jewish texts that validate such strategies. You will be able to immediately apply lessons learned as they prepare to plan staff training and welcome staff to camp. You will also be able to re-evaluate compensation models, and understand how to provide deep feedback and professional development opportunities. The Jewish community and our camps need to retain top talent to innovate and successfully lead their organizations. This session will support and further this charge.

BIG IDEAS FROM THIS SESSION:

If you ask your staff how they are already valued and blessed in the work, seek to amplify these attributes about the workplace (i.e. do more of what is working!). This will naturally improve staff culture, perhaps address some challenges and avoids creating unnecessary change.

More investment in one's staff leads to better operational performance and better morale, leading to stronger revenue and meeting of mission, which allows you to then continue investing strongly in staff - following the virtuous cycle is much better for an organization than a vicious cycle that starts with not valuing your staff properly.

Pay your staff the best salaries you can - not what you can get away with paying.

Focus on "meaningful recognition that makes a statement," - "management training" and "compensation beyond salary that values staff" in order to invest in staff and improve staff culture. A reminder: "happy staff = happy campers = happy camp!"

For next steps and additional resources, check out the session powerpoint on Campopedia.