**Strategies to Bless Your Workforce**



* Offering the best salaries we can to our staff
* Meaningful recognition that makes a statement
* Training in effective management for managers
* Compensation beyond the $ that values staff

Adapted from Talmud Bava Metzia, chapter 7: The employer said to the workers: “I raise your salaries for you to come in early and stay late.”

 The Mishnah commands the workers to respond:

“No, you raised our rates in order for us to do better work.”

**What can we do for our talent so they can do better work?**

* *Rituals that express gratitude (saying thank you, rituals during staff meetings, honoring b-days)*
* *A deeply planned and executed hiring, selection, “no thank you” and on-boarding process*
* *A weekly meaningful supervision meeting with direct reports (for feedback and bonding)*
* *Regular (monthly) performance review discussions and meaningful annual appraisal*
* *Create culture of respect, honor, and transparency – and model these behaviors up and down*
* *Paid Parental Leave, job flexibility as much as possible and other family friendly benefits*
* *Succession planning – setting a course for how staff can grow and develop (thinking ahead)*
* *Provide opportunities for one’s growth in leadership, personal development, empowering each employee to take ownership of one’s growth*
* *Transparency in compensation – working to reduce gender pay inequity and offering the best salaries and packages possible (not just enough to get them to say YES!)*

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