

CORNERSTONE 2020 RESOURCE

Hack-a-Thon the Staff Experience: How to Keep Staff Engaged All Summer Long *[Elective 3]*

AUTHOR(S):	Daniel Shore
SUMMARY:	<p>Whether it's making sure you know you're appreciated, meeting your expectations for the summer, or helping ensure your off-time is used in meaningful ways, we know that YOU know ways the staff experience could be improved. And we want to hear your ideas! This hack-a-thon will be a speedy, cooperative effort for you and a team to come up with an innovative recommendation (aka a hack) that will WAKE UP camp leaders on how camp can provide you with the support you need to give your whole self to the work you do. Present your ideas Shark-Tank style, and let's see what you come up with!</p> <p>- Submitted by Daniel Shore</p>
TOPIC(S):	Staff Appreciation, Staff Engagement
LEARNING OBJECTIVE:	Staff will create recommendations to share with their camp's leadership team on how to keep staff engaged and feeling valued/appreciated all summer long.
AUDIENCE:	The target audience is camp staff, regardless of years on staff, in a group of up to 50.
TIMING:	90 minutes
APPENDICES:	6 Evidence-Based Strategies to Engage Camp Staff
MATERIALS NEEDED:	Per group: Flip Chart, Markers, Computer Paper, Pens
SET-UP DETAILS:	<p>Chairs for 50 people. Large space with room for 5-10 breakout groups (could be separate rooms, but does not need to be)</p> <p>Line up 3 to 5 "celebrity" judges to select the top presentation(s).</p>

SESSION TIMELINE & OUTLINE:

:00 - :10 Discussion about the Staff Experience

:10 - :15 Go through the Goals and Guidelines of the Hack-a-Thon

:15- :55 Hack Time!

:55 – 85 Presentations for the panel of judges

:85 -- :90 Announce the Winner(s) & Wrap-up

- **Discussion about the Staff Experience**
 - Share the 6 Evidence-based Strategies to Engage Staff
 - Which ones have they experienced? Not experienced? Why or why not?
 - Why are these strategies so important?
- **Goals**
 - Create a full campaign for how camp can make staff feel appreciated and valued
 - Think about incorporating ideas on how to overcome any or all of the following challenging areas of the staff experience
 - Staff appreciation
 - Communication
 - Time off
 - Expectations
 - Design a summer-long campaign
 - How will you get buy-in from the staff
 - How will you get buy-in from camp leadership
- **Guidelines**
 - You will have exactly 2 minutes to present your full idea
 - Visual aids are important for this presentation
 - As is a clear explanation of the idea
 - You will also have 1 minute of Q&A with the judges
 - Think about ideas that are feasible within one summer at camp
 - Think about the amount of time and energy and resources it will take to implement your ideas
 - **YOU MUST ESTIMATE AND PRESENT THE MONETARY COST OF IMPLEMENTING YOUR IDEA**
 - You have the best chance to win by going above and beyond ideas that already exist
 - Think outside the box!
- **Announcing the Winner(s)**
 - Remind staff that even if they didn't win the Hack-a-Thon, they can still try to get their ideas implemented!!

ADDITIONAL NOTES FOR BRINGING IT BACK TO CAMP:

- Ideas could be limited to those that DO NOT have a cost associated with implementation.
- Groups could also be given more specific areas of the staff experience (i.e., how to make meetings more engaging), or camp in general, to brainstorm ideas about.
- Think about the prize for the winning team(s)—will you be able to implement their ideas? (Get your judges on board with the right mindset around whatever you decide)