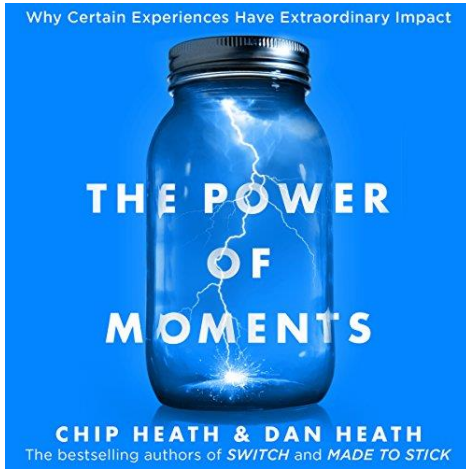




A NEW LOOK AT HIRING

Parks & Recreation Edition





Transitions Culture Clarification Consistency

The Great Resignation – Adobe Survey

Rachel King-Fortune Magazine-August 26, 2021

3,400 enterprise workers

Gen Z 18-24

Millennials 25-39

More than half Gen Z workers plan to pursue a new job in the next year—more than any other generation. They are the least satisfied generation at work, with only 56% satisfied with work/life balance and 59% with their job overall.

Gen Z (57%) and millennials (54%) feel most pressured to be always available and are most likely to describe their job as repetitive (65% and 58%, respectively) and tiring (65% for both).

Fend off Burnout

Positive Experiences

Digital Mindset

Hybrid Work Environment

Mental Health Resources

Employee Experience
Solutions via Qualtrics

Research Trends/Explore the Non-Typical

(SHRM)

Transitions are almost always signs of growth, but they can bring feelings of loss. To get somewhere new, we may have to leave somewhere else behind.

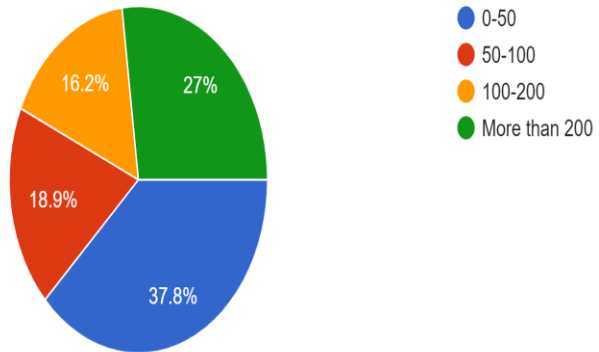
Fred Rogers

Transitions



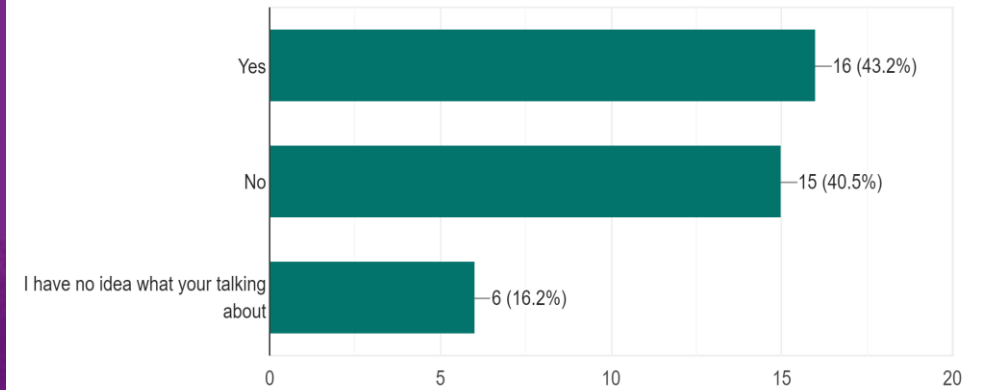
How many employees are in your agency? Please include full, part-time, seasonal etc.

37 responses



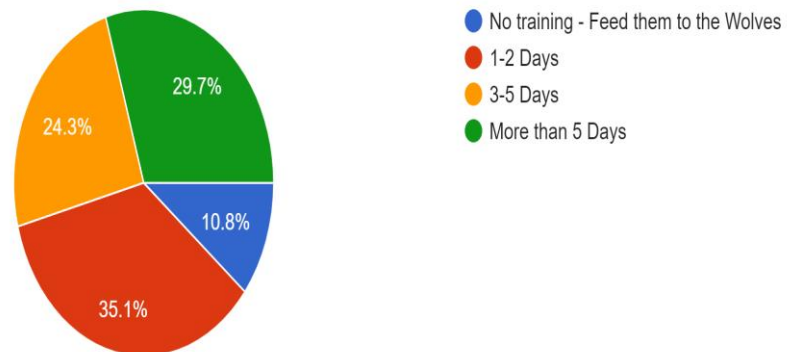
Does your agency have an official onboarding program for Parks & Recreation?

37 responses



How much time do you spend on training new employees

37 responses



Connection = Retention

What is drawing people to corporate jobs?

- Compensation
- Potential for growth – succession planning
- Workplace environment
- Remote work opportunities
- Workplace benefits
- Why are people choosing fast food over parks & recreation? How long does it last?
- Onboarding vs Hiring

What is drawing people to Parks & Recreation jobs?

- Culture
- Previous involvement in sports/recreation
- Compensation
- Create a connection to people
- Remote work conditions, can we adjust.....
- How do we prevent leap frogging from agency to agency or from corporate to government?
 - Successful succession planning, clear goals for each employee
- Blanket Hiring vs Personalized Onboarding

HOW TO RETAIN TOP EMPLOYEES

THE PROBLEM

COST OF EMPLOYEE TURNOVER

400%

An employee earning \$120,000 annually, costs \$480,000 to replace



The cost of replacing **high-level or highly specialized employees:** 400% of their annual salary

150%

An employee earning \$80,000 annually, costs \$120,000 to replace



The cost of replacing **mid-level employees:** 150% of their annual salary

30-50%

An employee earning \$40,000 annually, costs \$16,000 to replace



The cost of replacing **entry level employees:** 30-50% of their annual salary



51% of workers are looking to leave their current jobs



1 in 3

workers will change jobs in the next 6 months



SO WHAT IS THE SOLUTION?



59% of employees say employee benefits are "very important" to how they feel about their job and their employer

Employees who are **VERY SATISFIED** WITH THEIR BENEFITS

are **4x**

more likely to be **VERY SATISFIED** WITH THEIR JOB





WE'RE HIRING!



Midco® Aquatic Center: Ages 15+
Recreation Division: Ages 15+ & 18+



CLICK HERE FOR DETAILS & TO APPLY!



Have questions about working at Collinsville Aqua Park? Check out the FAQ's below for more information. If you still have questions after reading through the FAQ's, email Jessica at jwiedman@collinsvilleil.org.

- **How do I apply to work at Collinsville Aqua Park (CAP)?**
 - Apply online at <https://collinsvilleil.applicantpro.com/jobs/>
 - For your safety and the safety of our staff, we currently prefer online applications only.
 - You can apply in person by visiting our office during operating hours (Monday – Friday, 8:30 am – 5 pm),
 - If you choose to apply in person, please contact our office ahead of time to ensure our hours have not changed. You can email Jessica at jwiedman@collinsvilleil.org or call (618)-346-7529.
 - By printing an application from our website and mailing it to
 Jessica Wiedman
 10 Gateway Dr.
 Collinsville, IL 62234

Parks & Recreation Department



City of Detroit Parks and Recreation Division looks to fill

200 seasonal positions

during job fairs on:

APRIL 9 • 2-6 p.m.

Crowell Recreation Center, 16630 Lahser Road

APRIL 11 • 9 a.m.-2 p.m.

Kemeny Recreation Center, 2260 S. Fort Street

APRIL 12 • 9 a.m.-2 p.m.

Young Recreation Center, 2751 Robert Bradby Dr.

APRIL 17 • 2-6 p.m.

Farwell Recreation Center, 2711 E. Outer Drive

For more information, go to **detroitmi.gov/employment**

Sell the Sizzle



APPLY HERE

We're hiring a Business Manager!

- ☑ Fun Environment
- ☑ Grow a Business
- ☑ Government Benefits
- ☑ \$82,601-\$99,947* Salary
- ☑ Community Involvement



Salt Lake County Parks and Recreation
Yesterday at 10:36 AM · 🌐

If you're looking to dive back into the job market, or if you're new to the market, AND you've got swimming skills, we want you to apply with us. Flexible hours, professional training, and great coworkers. Apply: bit.ly/slcoguard #PeopleParksPlay #WorkPlayPay

**NOW HIRING:
LIFEGUARDS**
bit.ly/slcoguard

75 YEARS SALT LAKE COUNTY PARKS & RECREATION

CREATE A PLACE WHERE PEOPLE WANT TO BE

Hedgehog Concept
Clearfield City

Councilmember

Heather has been a crossing guard with Clearfield City for 12 years. She loves being a crossing guard for so many reasons. #1 is being able to interact with the kids and parents.

Come join our team!

"What could be more important than saving a life of a child?"
-Heather

SCAN ME

@ClearfieldCityPolice
Department

<https://clearfield.city/job-openings/>

Corporate World

Sell the Sizzle

CAREERS

Qualtrics Life Search Jobs Events Blog ☆ Saved jobs (0) Sign up

qualtrics.

PRODUCTS ▾

SOLUTIONS ▾

COMPANY ▾

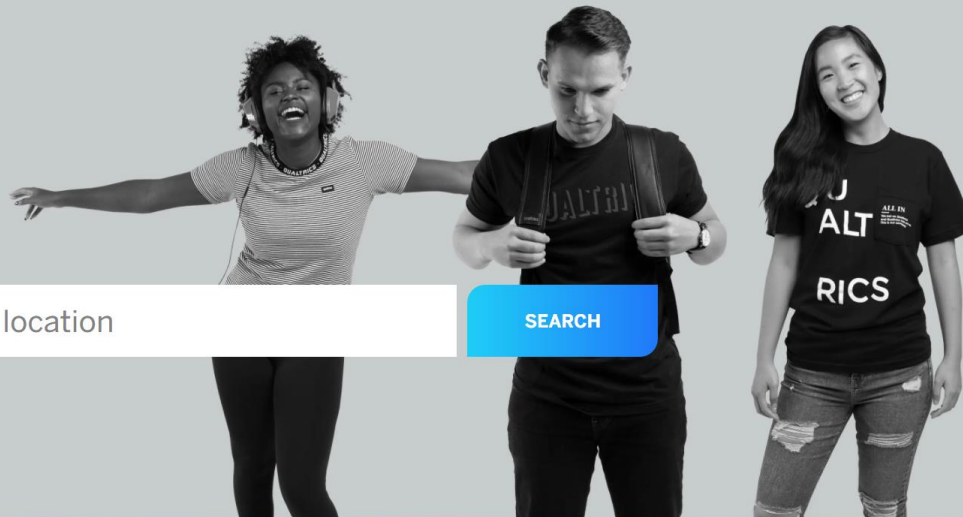
CUSTOMERS ▾

RESOURCES ▾

Competitio
n

Where impact meets opportunity

SEARCH



Get tailored job recommendations based on your interests

GET STARTED



We're all-in on our employees' well-being

WORK HARD / PLAY HARD

For every bit of hard work we put in, we have twice the fun. Whether that means taking a break in a massage chair or hitting the slopes after work, Qualtrics makes sure that employees take time to recharge and live it up. Everyone receives \$1500 annually to spend on a 'bucket list' adventure. [Check out](#) how one team member spent her Employee Experience Bonus.

OFFICE PERKS

We believe in a workspace that allows you to take a breather and pepper fun throughout your day. Grab a beer in the Dublin office pub, enjoy Seattle's rooftop patio overlooking the Puget Sound, or raid one of the many kitchens around Provo's office.

UPWARD MOBILITY

Because we're a hyper-growth company, getting promoted and taking on more opportunity is always an option. We hire individuals who have what it takes to quickly step into the next role and take on opportunities beyond their core job description.

GLOBAL

Qualtrics employees are plugged into a network of experienced professionals around the globe. With weekly company-wide video meetings



Hear why our employees chose Qualtrics



CUSTOMER SUCCESS
Tim Strik

[READ HIS STORY](#)



SOFTWARE ENGINEER
Mariia Lundvall

[READ HER STORY](#)



SOFTWARE ENGINEER
Ali Hyder

[READ HIS STORY](#)



SALES DEVELOPMENT REP.
Audrey Cordal

[READ HER STORY](#)



Hi! Are you looking for a job?

[Find a job](#)

[Ask a question](#)



| Job Hunt

38 Applications

12 Interviews

4 Job Offers

1 Acceptance

12 Ghosts

Average response rate to either interview or rejection – 6 weeks

Unemployed 90 Days

The Job Hunt Process



Competition

- Job Descriptions
 - Selling the experience before the job is even mentioned
 - St George City
 - Qualtrics

- Advertising
- Text that excites and engages future employees

Where impact meets opportunity

Work Hard
Growing together,
prospering together

- Workplace environment
- Testimonials
- Color, Design, First Look

Building the better local business.

McDonald's Works For Me.
Don't just work harder. Career better
It's Our People Who Make the Difference

Parks & Recreation

Job Descriptions

Is Standard Enough.....

Quarterly, Lunches, Gamification, Break Experiences, technology provided

- Advertising - Now Hiring, Help Wanted, IS NOT ENOUGH
- Posting - Indeed, Ziprecruiter, URPA, Monster, Utah.gov, Glassdoor
- Compensation - monetary, mental, social
- Create a connection to people
- Create the bond between HR and Parks & Recreation
- Remote work conditions, can we adjust.....
- The most dangerous phrase in the language is "we've always done it this way." Rear Admiral Grace Hopper

Tell Me the Why
Scholarships?

Why work for
this team?

Testimonials

Mission, Vision,
Values

Career Path

Awards

Hiring Parks & Recreation Professionals



GOVERNMENT

DEPARTMENTS

RESIDENTS

BUSINESS

I WANT TO...

Agendas E-Alerts News Translate

Home > Jobs

Select Language

Filter

Keywords

JOBS LOGIN

Current Job Listings 9 Total Jobs.

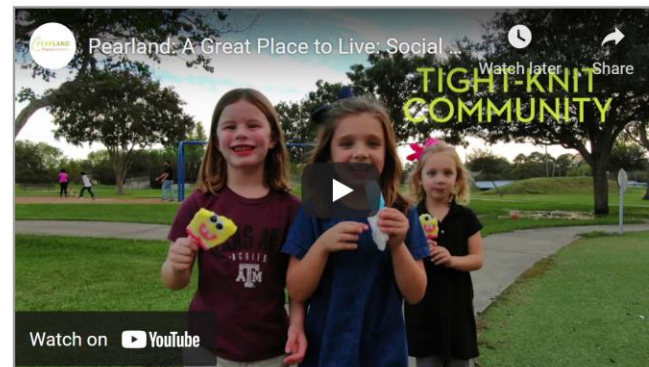
The City of Pearland is a full-service municipal government located in the Texas Gulf Coast region just 20 minutes from downtown Houston. If you are interested in learning a bit more, check out our [Community Profile](#). Or to see the impact that the organization has in the local community view the biennial [Citizen Survey Results](#). The City provides high-quality public safety, parks and recreation, public works and infrastructure, and economic development services to businesses, visitors, and more than 100,000 residents.

The City of Pearland is the innovative leader for delivery of quality services with the following Core Values: **Responsive, Results-Oriented, Trust-Builders, and Accountable**. The City operates in a [Council-Manager form of government](#) with professional administrators and staff working in tandem with elected officials and the community.

The City has a combination of over 750 full and part time employees who have access to a variety of [benefits](#) and believe in providing [Service the Pearland Way](#). The citizens of Pearland expect and deserve a committed cadre of talented individuals chosen based on high standards, personal merit as well as their potential to contribute to optimizing performance of the organization. The City of Pearland is looking for a diverse and talented workforce interested in using multi-directional communication (top to bottom, bottom to top, and across peer groups), participating in cross-functional teams, participating in a culture of continuous learning that encourages employee development, embraces technology with a focus on improving service delivery, and thrives in an environment where innovation is encouraged.

Click on a job title below to learn more about the opening.

For additional information contact Human Resources at 281-652-1763.



Sign Up For Job Alerts!

Name

Email

San Antonio, TX US

☐ I agree to the terms of service and privacy policy.

Send Me Jobs

powered by Refer.io

Resources

- > PEARLAND ISD
- > ALVIN ISD
- > PEARLAND CHAMBER OF COMMERCE
- > LINKEDIN
- > PEARLAND ECONOMIC DEVELOPMENT CORPORATION
- > PEARLAND CONVENTION AND VISITORS BUREAU

Share This Page



Tell Me the Why

Why work for
this team?


Testimonials

Mission, Vision,
Values

Career Path

Hiring Parks & Recreation Professionals

Menu >



Human Resources

Welcome to the City of Las Vegas Career Page!
Current City of Las Vegas employees, click on [Promotions/Transfers](#) to

recreation X Q

Job Title	Job Type	Salary	Closing
HOURLY - Instructor (Various Programs)	Hourly	\$10.00 - \$18.25 Hourly	Continuing
HOURLY - Pool Manager	Hourly	\$17.00 Hourly	11/04/2021 11:59 PM Pacific
HOURLY - Lifeguard/WSI	Hourly	\$15.00 Hourly	11/04/2021 11:59 PM Pacific
SAFEKEY - Safekey Site Assistant and Site Lead	Hourly	\$12.00 - \$14.00 Hourly	11/04/2021 11:59 PM Pacific

< > Print LinkedIn Twitter Facebook Email

APPLY X

HOURLY - Pool Manager

Salary ⓘ \$17.00 Hourly

Location ⓘ City of Las Vegas, NV

Job Type Hourly

Department Parks and Recreation

Job Number HRLY2021

Closing 11/4/2021 11:59 PM Pacific

DESCRIPTION

BENEFITS

QUESTIONS

About the Position

Career Opportunity:

The City of Las Vegas Parks & Recreation department invites applications for **Pool Manager**.

This is an hourly level, part-time position. Scheduled hours for this position are limited to 19 hours or less per week (Shift will vary based on the needs of the programs and facility). Hourly employees are also limited to 1,560 hours of work in any 18 month period.

Supervision Received

Receives general supervision from higher level supervisory or management staff.

POOL LOCATIONS

Municipal Pool • 431 E. Bonanza Road
Pavilion Pool • 101 S. Pavilion Center Drive
Doolittle Pool • 1940 N. J St.
Garside Pool • 250 S. Torrey Pines Drive
Carlos L. Martinez & Darrio J. Hall Pool • 889 N. Pecos Road
Baker Pool • 1020 E. St. Louis Ave

Interviewing/Reviewing




Competition

- Applying - Hiring on the spot
- Interview Questions - [Digital Interview](#)
- Process - Text, Email, Push Notifications on next steps
- Timeline - Infographic that shows the process after interview, portal for tracking process. Info sheet of helpful information.
- [Career Expert Advice for quitting your job](#)

Parks & Recreation

- First Impression - [Website](#)
- Applying - [What do our applications look like?](#)
You're on the clock competing with other employers
- Interview Questions - Thought provoked, custom to job
 - Values Question
- Key question - Values, Mission, Vision Exercise
Entry Level - 15-20 minutes; Mid Level - 20-25 minutes; Executive Level - 30-40 minutes; Group - 15-20 minutes per group.
- Process - How do we communicate back to the applicant?
- Timeline - Do we have a clear timeline of the next steps? How do we avoid ghosting applicants?



Create the kind of workplace and company culture that will attract great talent. If you hire brilliant people, they will make work feel more like play.

Richard Branson

Culture

Introduction to the Culture

Competition

- Research the competition in your community
 - Top employer in your city, county, geographical area
 - The private sector isn't copying us in our hiring practices
 - CEOs aren't calling City Managers for advice

Parks & Recreation

- Acceptance Letter
- Link to Intro Videos – [Director](#), [Mayor](#), Council
 - Reiterate core values, mission and vision
- Custom Swag Options Sheet. Custom Office Supplies.
- Email employees of new employees start date
- Prepare outline for first day
- Prepare email/text of what is expected the first day i.e., dress code, supplies, documents, office space, etc.
- Before the first day
 - Paperwork – Employee Cheat Sheet
 - Cheat Sheet plays a critical role in the onboarding customization process

Swag Up

YOUR CHOICE MATTERS

Swag Up

CHOOSE
1 JACKET OR HOODIE
2 POLO'S
2-3 T-SHIRTS

PLEASE SPECIFY SIZE,
COLOR, QUANTITY OF EACH

MORE INFORMATION
WWW.SANMAR.COM
WWW.NEXTLEVELAPPAREL.COM



Before the first day

Parks & Recreation

- Prepare Paperwork Packet

Think about what can be prefilled out or done before first day i.e., CPR, first aid, training videos, payroll documents

NO paperwork first day

- Prepare Office Space = Home at Work

phone charger, speakers, headphones for remote/conference calls
office organizer, paint colors, NEW office chair, TV, office sign, etc.

- Prepare Outline for first week – Washington City

- Assign Mentor or Buddy Washington City example

- Gift basket preparation – uniform, business cards, favorite candy bar, custom gift card (employee cheat sheet)

- Prepare jargon cheat sheet – software, city talk, budgets, etc.

- Prepare technology – passwords, login information, voicemail, phone setup, etc.

- Notify other departments of new hire

- Review **employee cheat sheet** for customization

Employee Cheat Sheet

Employee Information

Date: _____

EMPLOYEE INFORMATION

Name: _____ Start date: _____
Position: _____ Manager: _____

FAMILY LIFE

☐ Married ☐ Single ☐ Divorced ☐ Other _____ (optional)

How many kids _____

Spouse Name: _____

Names _____

PERSONALTY

Favorite color: _____ What motivates You: _____
Favorite movie: _____ What makes You Happy: _____
Favorite food: _____ What makes You Sad: _____
Favorite song: _____ Favorite singer: _____ Favorite genre of music: _____
Hobbies: _____
Favorite sports team: _____ Do you speak any other languages: _____
Favorite book: _____ Favorite quote: _____

What is your style (personality, philosophy on life: _____

FUN

If you could vacation anywhere in the world would you go: _____

What's the coolest thing you have every done in your life: _____

If you had \$25 what would you do with it: _____

If you could be any animal what would you be and why: _____

If you were a superhero who would you be and what would your super hero power be: _____

What's was your favorite toy growing up: _____ What's your favorite toy now: _____

If you had a day to yourself what would you do: _____

What's something that most people don't know about you: _____

What's one of your guilty pleasures: _____

What's your favorite thing to wear: _____

If you could have a meal with anyone dead or alive who would it be and where: _____

WORK LIFE

What do you like most about your job: _____

What motivates you to accomplish your goals: _____

On a scale of 1 being poor and 10 being excellent how would you rate your job right now: _____.

If less than a 6 how can it be better: _____

What's something you want to accomplish/learn at work that you haven't been able to do yet: _____

How do you like to be complimented:

☐ Verbal
☐ Physical – Note, Gift, High Five, etc.
☐ Public – Meeting, in a Crowd

If you could change one thing about your job what would it be: _____

VALUES

Please list values that are important to you: _____

Please list work values that are important to you: _____

OTHER

Please write any other information you want to share: _____

Tech Up

YOUR CHOICE MATTERS

Tech Up



OFFICE CHAIR SELECTION
CHOICE OF WINDOWS OR IOS DEVICE
CHOICE OF 3 CUSTOM OFFICE TECH ITEMS UNDER \$25
DESK OR STANDING
MOBILE OR DESKTOP
SPEAKER(S) FOR OFFICE

First Day-Soccer Referee

Soccer Referee

- First Day of Training
 - Refer to Centerville Soccer Referee Onboarding Sheet
 - Meet the Team
 - Social Media Intro/South Summit Intro of Lifeguards
 - Intro Mentor/Buddy
 - Team Building Activity - Who's on the bus? Card game
 - Gamification - What can we do to gamify within our programs?
 - Company Culture
 - Buy in to the purpose
 - Department Perks - Flexibility, Scholarship Stipend,
 - Communication
- Field Day Experience
- Scrimmage with stop and play training

Hiring Parks & Recreation Professionals



Soccer Referee

- Refer to Centerville Soccer Referee Onboarding Sheet
- Meet the Team
- Social Media Intro/South Summit Intro of Lifeguards
- Intro Mentor/Buddy
- Team Building Activity – Who's on the bus? Card game
- Buy in to the purpose
- Talk about progression opportunities



Soccer Referee Centerville City

Job Summary

This is a part-time position working under the direction of the Recreation Director, Program Supervisor, or Site Supervisor. Responsible for officiating the youth soccer league. Maintain standards of the game; detect infractions of rules and decide penalties according to established regulations; instruct players on the reason for the violation. Assist with field preparation and control of the overall game. Maintain a high level of professionalism and customer service. Exhibit and emphasize teamwork and sportsmanship. Perform other duties as assigned.

First Day Experience - In Class Training - 60 minutes

Meet the team

- Picture post to social media for introduction (like a signing day with Utah Grizzly)
- Video Council and Mayor
- Tour of office, facilities, breakroom, restrooms, fields
- Intro to Workspace – field, gym logistics, school policy, custom uniform, custom swag (employee cheat sheet)

Intro Mentor/Buddy

- Pair with experienced staff member when possible

Team Building Activity

- Who's on the bus?

Company Culture

- Mission, Vision, Value - Video
- Video from Director, Council, Mayor
- Department Lingo
- City Required Training
 - o Handbook
 - o Risk management - Liability

Communication

- Parents/Coaches
- Emergency Procedures
 - o Accident/Incident Reports
 - o Non-Emergency vs. Emergency
- Payroll
 - o Incentive based pay/promotion schedule
 - o Schedule – signing up for games, cancelation policy, 3 strikes rule

Field Day Experience - Out of Classroom Training - 60 Minutes

Practical Training

- Scrimmage with two teams at practice
- Field Set Up
- Rules

Full Time Staff Member

- Meet in the Parking Lot
- Custom Welcome Gift Basket (employee cheat sheet)
- Office personalization (creative workspace or black hole)
- Notebook – DOCUMENT, DOCUMENT, DOCUMENT
- Power of Moments – Dan & Cheap Heath – John Deere Hiring
- Everyday should feel like the rehire day



Full Time Staff Member Centerville City

Job Summary

To plan and coordinate year-round sports leagues for youth and adults and recreation programs for children, teenagers, and adults; to coordinate, direct and plan a variety of recreational and facility use functions; to oversee and coordinate volunteers and volunteer opportunities; to assist organizations with planning and program development and community organizations and residents; and to assist with special events; schedules facilities and volunteers.

First Day Experience - Morning - 8:30 - 12pm

Meet in Parking Lot

- Custom Parking Spot

Meet the team

- Welcome banner
- Picture post to social media for introduction (similar to a signing day Utah Grizzly Example)
- Video Council and Mayor
- Tour of office, facilities, breakroom, restrooms
- Intro to Workspace – Glimpse of office space, custom gift basket, staff shirt, banner at office space, welcome signs from other employees. (Employee cheat sheet)

Intro Mentor/Buddy

- Pair with experienced staff member when possible

Team Building Activity

- Who's on the bus?

Company Culture

- Mission, Vision, Value - Video
- Video from Director, Council, Mayor
- Department Lingo

Lunch with 2-3 Staff - 12pm - 1pm

- Time for informal questions
- Turn the conversation to getting to know the people of the company

First Day Experience - 1pm - 4pm

Move into office

- Clean – This is their home at work, make it comfortable
- Personalized – Desktop Screen Welcome,
- Customized Items – chair, desk, name plate, leather bound journal, let them order a few custom items to personalize space
- Company Directory – Emails, Phone Numbers, Departments
- Tools – office supplies, tools to hang/install items

First Day - Recreation Coordinator

Full Time/Part Time Employee

- Refer to Centerville Recreation Coordinator Onboarding Sheet
- Key Points

Meet in the Parking Lot

Custom Welcome Gift Basket (employee cheat sheet)

Office personalization (creative workspace or black hole)

Notebook - DOCUMENT, DOCUMENT, DOCUMENT

Power of Moments - Dan & Cheap Heath - John Deere Hiring

Everyday should feel like the rehire day



Gamification

WORKPLACE GAMIFICATION

INCREASING EMPLOYEE ENGAGEMENT AND PRODUCTIVITY



Gamification in the workplace isn't just about turning work into a game. It's about using psychology to motivate workers, drive higher employee productivity and improve business outcomes. Gamification apps tailor the game mechanics and motivational techniques to add competition to the work environment and foster employees' behaviour needed to achieve important business goals.

Gamification can be used to:



**Educate
employees**



**Motivate
employees**



**Engage
employees**



**Optimize
workflows**



**Attract young
professionals**



The object of philosophy is the
logical clarification of thought.

Ludwig Wittgenstein

quote fancy

Clarification = Progress

Employee Progress

Continuous Performance Management

- Weekly Check-ins
- Weekly Planning
- Monthly Leadership Training
- 2-3 quarterly goals
 - Provide supplemental support behind the scenes
 - Review, Revise, Recreate, or Chuck it
- Customized employee appreciation
- Progressive reviews, clear plan to next raise, job title or career
- Increases spread out over year based upon performance
- Surveys – QR Codes, Email, Texts, Communication Tools
- DOCUMENT, DOCUMENT, DOCUMENT

Resources

Employee Performance Tools

- [LinkedIn Learning: Online Courses for Creative, Technology, Business Skills](#)
- [HR and Talent Management Resource Library | BambooHR](#)
- www.eloomi.com
- www.allvoices.co

Employee Recognition Tools

- www.motivosity.com
- [Kudos Social Recognition](#)
- try.nectarhr.com
- [Bonusly - Fun, Personal Employee Recognition and Rewards](#)

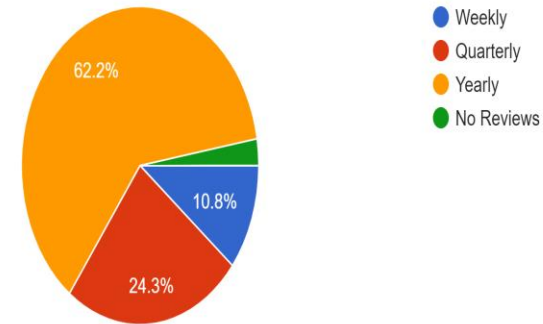
Employee Progress

Performance Reviews vs. 360 Approach



How often do you review employee performance?

37 responses



Resources

- www.thebalancecareers.com
- [Employee Performance Reviews: Productive Or Destructive? – Findmyshift](#)
- [13 Employee Performance Review Tips That Actually Improve Performance \(quantumworkplace.com\)](#)
- [32 Performance Review Phrases By Skill \(With Examples\) | Indeed.com](#)
- [Employees Don't Quit Their Job; They Quit Their Boss! | brigettehyacinth.com](#)
- [21 Engaging Performance Review Examples \(+ Templates\) \(venngage.com\)](#)
- [17 Performance Review Templates to Motivate Employees \(quantumworkplace.com\)](#)

Consistency Is HARD but You Can Do It

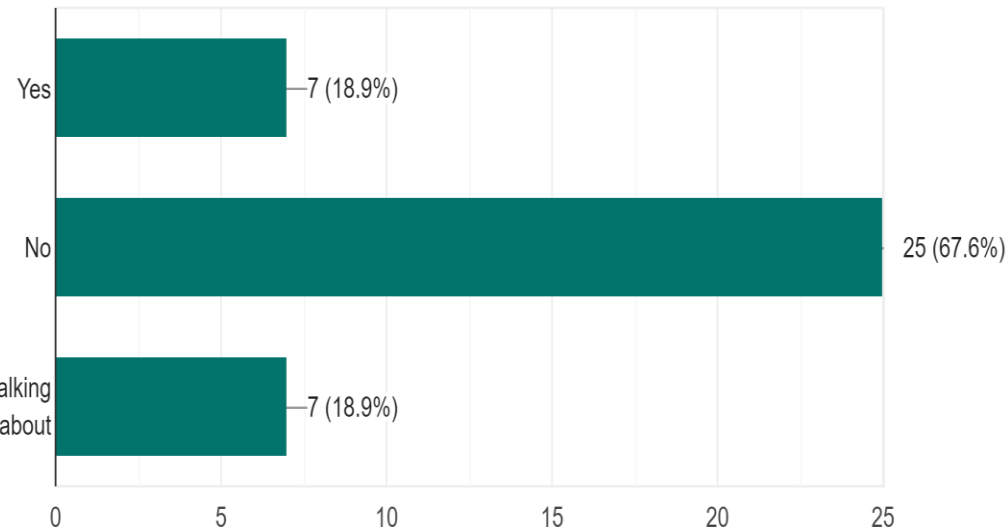
Stay Current with Market

- Create an internal focus group to get relevant feedback from employees
 - Seasonal Advisory Council
 - Part Time Advisory Council – Henderson City
- Employee engagement is not easy
 - Combination of custom and blanket employee experience
- Constantly reevaluate process
 - Factors – Min. Wage, Economy, Job Force
 - Plan a reoccurring time to update content

Offboarding aka When Employees Leave

Does your agency offer an off boarding process?

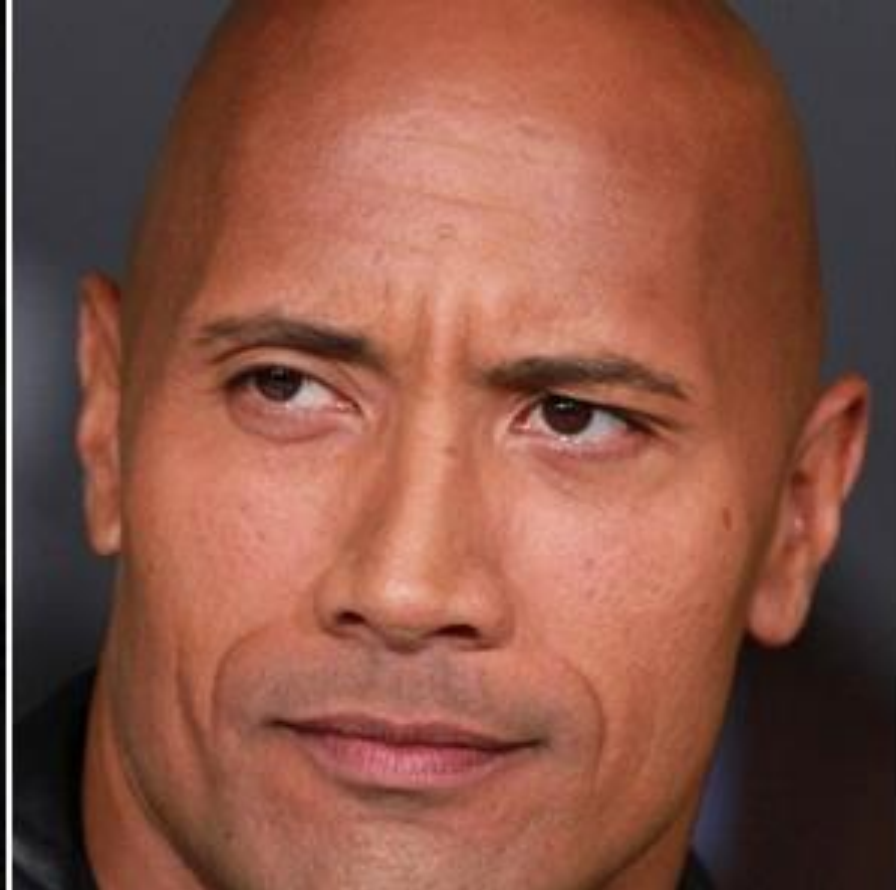
37 responses



When change happens – Learn from It

- Exit Interview – Voluntary vs Involuntary
 - Survey for part time, interview for full time if possible
- Off boarding data will improve onboarding process
- Testimonials
- Logistics

Change passwords, logins, access, keys
DOCUMENT, DOCUMENT, DOCUMENT



Success isn't always about
'greatness'. It's about consistency.
Consistent hard work gains success.
Greatness will come.

— *Dwayne Johnson* —

Consistency

Off Boarding Best Practices

Start by hearing them out

Prepare your people for the move

Show appreciation

Testimonials

Write an attractive recommendation

Facilitate knowledge transfer

Show them how they can stay connected

THANK YOU!

