

June 6th, 2017 PACD Managers Summit: Motivation Group Discussion

Suggestions for Best Practices:

- 360 Reviews that include supervisors, staff, staff partners (other stakeholders) can be constructive for large staffs, but less so for smaller groups due to the fact that smaller group feedback is less anonymous (easier to determine who said what).
- Asking Employees to conduct self evaluations prior to annual reviews can be constructive and save time for both supervisor and employee.
- More frequent reviews (Quarterly or monthly) may be more constructive than annual reviews in that supervisors have more opportunities to address employee behavior and expectations in a timely fashion.
- Encouraging a culture of two-way conversations during reviews can improve communication and allow for improved supervisor and employee rapport.
- Scheduling and prioritizing team building activities will help augment a team culture. Examples include Road Cleanups and Team Building events like rafting etc. If these events aren't possible try smaller exercises that motivate inter-dependence among staff.
- Organizational Strategic Planning can be a productive way of documenting and tracking goals in real-time. Strategic Planning can be an effective method of measuring how close the group is to reaching its goals. This can be a dynamic 'living document' that shows all stakeholders current status of agreed upon metrics.
- Instilling the values of team culture during hiring and with followed up activities can reinforce those values from the get go.
- Expanding the status quo of team culture.....Stepping up expectations.
- Conducting district evaluations by a third party may be helpful in determining and highlighting specific issues that need to be addressed.
- Conduct district-wide self evaluations may be helpful.
- Job cross-training may help to expand knowledge, understanding and core competencies of other positions