Increasing Agency Capacity

Investing in Staff
Invest in your Human Capital

- Better Recruitment
- Increase employee satisfaction
- Develop employee engagement
- Improve communication
- Improve retention rates
- Greater Company Culture
Hiring Right the First Time
Who are we Hiring?

HELLO
I'M A...

MILLENNIAL
### Get the Message RIGHT

<table>
<thead>
<tr>
<th>More Important</th>
<th>Less Important</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work Life Balance</td>
<td>Unlimited Focus on Career Success</td>
</tr>
<tr>
<td>Regular Positive Feedback</td>
<td>Annual Job Review</td>
</tr>
<tr>
<td>Purpose Oriented</td>
<td>Task Oriented</td>
</tr>
<tr>
<td>Personal Impact on the Community</td>
<td>Job Compensation Plan</td>
</tr>
<tr>
<td>Celebrate Strengths</td>
<td>Fix / Improve Weaknesses</td>
</tr>
<tr>
<td>Mentor</td>
<td>Manager</td>
</tr>
<tr>
<td>Personal Growth</td>
<td>Job Stability and Security</td>
</tr>
<tr>
<td>Delivering Results</td>
<td>Advancement via Seniority and Time of Service</td>
</tr>
<tr>
<td>Disruptive Entrepreneurial Innovation</td>
<td>Steady Incremental Growth</td>
</tr>
<tr>
<td>Acquiring Transferable Job Skills</td>
<td>Lifelong employment at a company</td>
</tr>
</tbody>
</table>
The Handbook

CSBG Standards

- Require attorney-approved 7:1, 7:2
- Whistleblower 7:7
- Conflict of Interest 5:6
EMPLOYEE ENGAGEMENT
Employee Engagement

- Feedback
- Investment
- Culture
- Development
Employee Engagement

- SMART Goals
  - Specific
  - Measurable
  - Attainable
  - Relevant
  - Time Based

- Surveys

- 360 Evaluations
On Boarding

Environment

Networking

Fun
Leadership Academy

Manager Partner Program

Develop Teams
Culture

Employee Engagement

- Coaching
- Trust
- Encourage Health & Wellness
Invest in your Human Capital

• Be INTENTIONAL
• Promote Growth
THANK YOU!

- Head Start T/TA
- Strategic Planning
- Leadership
- HR Processes
- Governance
- Team Development

Customized Training ~ Interim Management ~ On-site Consulting

www.WiseCAP.pro
(812) 882-7927 Ext. 1212
info@WiseCAP.pro

National Partnership’s Consultant Bank