



If you could have someone follow you around all the time, like a personal assistant, what would you have them do?

Insert response in chat while we wait to begin.



Waller
CONSULTING
Building Capacity to Dream

Nurturing Safe Space

ENSURING EMPLOYEE
RETENTION

Facilitator



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CONSULTING
Building Capacity to Dream



**KEEP
CALM**

&

**FOLLOW
THE RULES**

- **Maintain Zoom etiquette.**
- **Fully participate and engage.**
- **Be kind, honest, open, and nonjudgmental.**

Why are you here today?



A. I need a quick fix to stop the purge. Burnout is the name of the game.

B. Our staff is T-I-R-E-D. I need solutions to bring them back from the ledge.

C. I am seeking a few activities to build team as we return to a new normal.

D. The team is good, but could always be better.

E. Other. Answer in Chat.

Learning Outcomes



Define a healthy organizational culture.

Identify methods of employee engagement.

The Great Resignation

As The Pandemic Recedes, Millions Of Workers
Are Saying 'I Quit'

June 24, 2021

By Andrea Hsu, NPR

The Great Resignation: How
employers drove workers to
quit

By Kate Morgan, BBC July 1,
2021

**TURNOVER 'TSUNAMI' EXPECTED
ONCE PANDEMIC ENDS
STUDIES SHOW AS MANY AS HALF
OF WORKERS INTEND TO LOOK FOR
A NEW JOB THIS YEAR
BY ROY MAURER, SHRM
MARCH 12, 2021**

Why do
employees
leave?



Breakout

3 minutes.

Scribe has the
longest hair.
Report back.

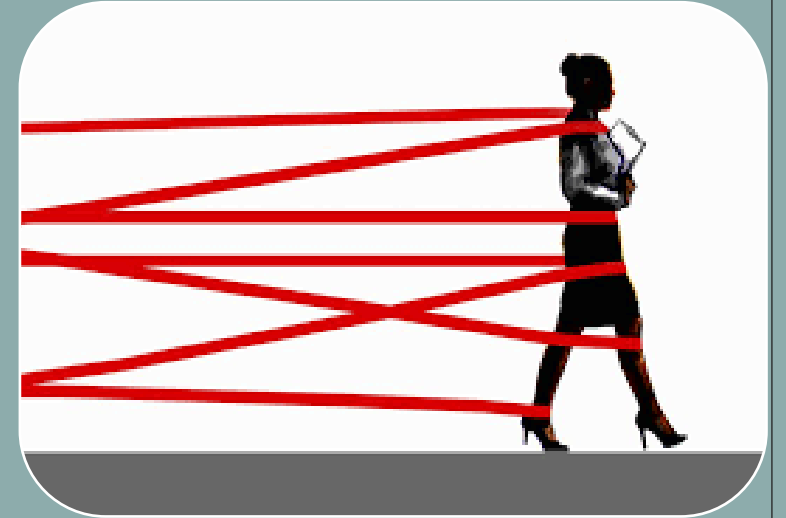
Why Employees Leave



Passion



Unhealthy
Organizational
Culture



Bureaucracy

Healthy Organizational Culture

A culture in which the nonprofit's values and behaviors are consistently lived across an organization.

Healthy Workplace Indicators



Mostly
smoke



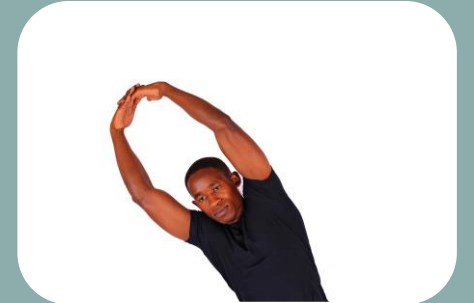
Mission-
focused



People are
the priority.



Self care



Flexible
schedule



Community



Project-
focused



Yes!



Incremental
Change

Employee Engagement

PEOPLE OFTEN SAY
THAT MOTIVATION
DOESN'T LAST. WELL,
NEITHER DOES
BATHING – THAT'S
WHY WE RECOMMEND
IT DAILY.

ZIG ZIGLAR

Engaging Team



Define
WHY

Five Languages of Appreciation



Affirmation



Acts of Service



Receiving Gifts



Quality Time



Appropriate Physical Touch

Engaging Team



Strengthen
relationships

**Do you have
formal
supervision?**



A. Formal supervision with a set agenda biweekly.

B. No set agenda, but regular, dedicated check ins.

C. When we get a chance.

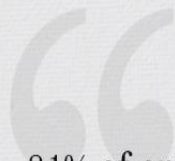
D. Other.

Engaging Team



Quality Time:
Supervision

Engaging Team



81% of employees seldom or never receive public praise

76% of employees seldom or never receive written appreciation from their managers

58% of employees rarely or never receive praise from their managers

Recognition
and
Affirmation

Engaging Team



Privileges and
Gifts

**Do you provide
professional
development?**



**A. Yes! It is required and funded.
At least once per year.**

**B. Sometimes when we have the
funding, or it's free.**

**C. No – Did we mention staff is T-I-
R-E-D?!**

Engaging Team

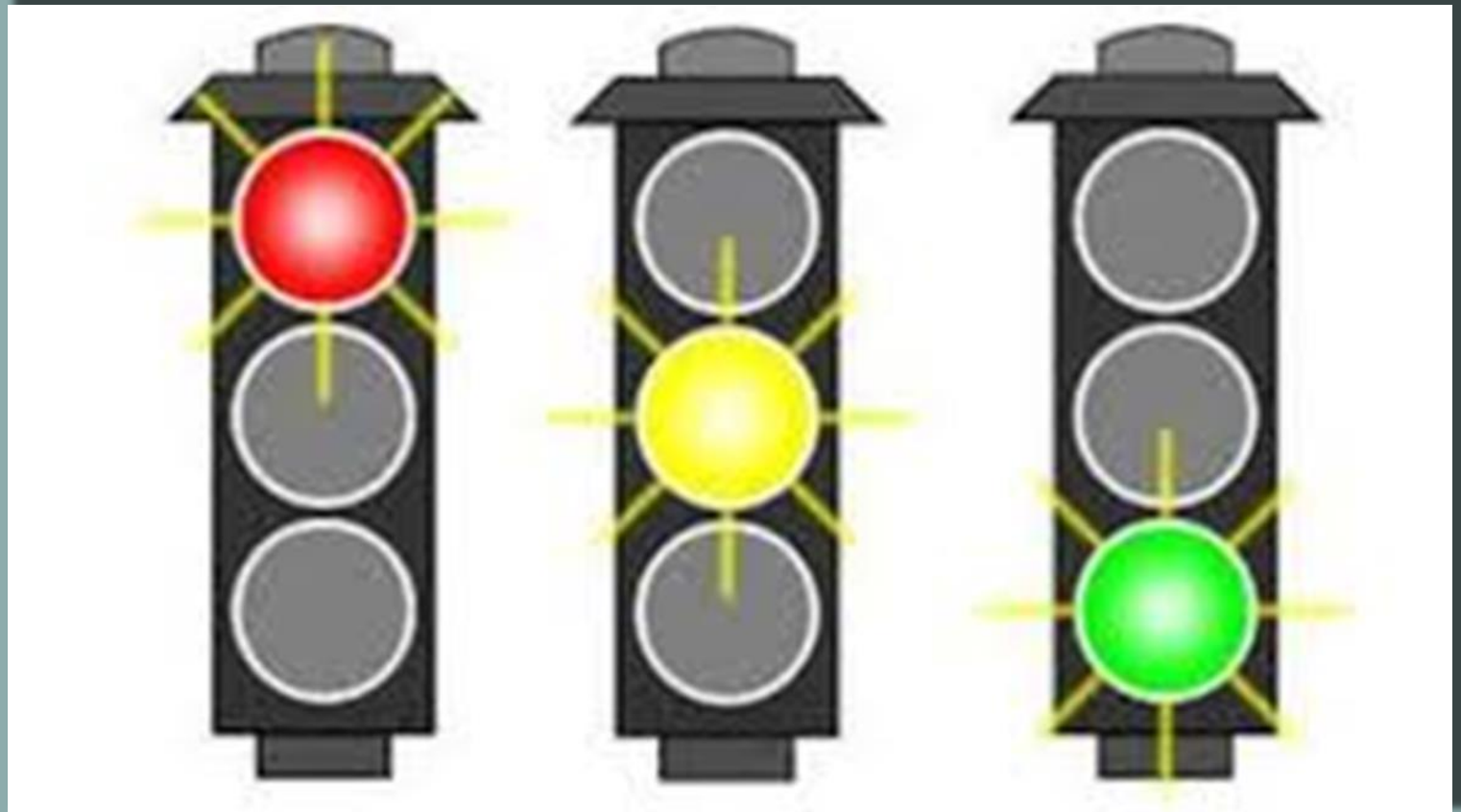


Professional
Development

START

STOP

KEEP



Invitation to Brave Space

Written by Micky ScottBey Jones

Listen

Together we will create brave space.

Because there is no such thing as a “safe space” —

We exist in the real world.

We all carry scars and we have all caused wounds.

In this space

We seek to turn down the volume of the outside world,

We amplify voices that fight to be heard elsewhere,

We call each other to more truth and love.

We have the right to start somewhere and continue to grow.

We have the responsibility to examine what we think we know.

We will not be perfect.

This space will not be perfect.

It will not always be what we wish it to be.

But

It will be our brave space together,

and

We will work on it side by side.



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