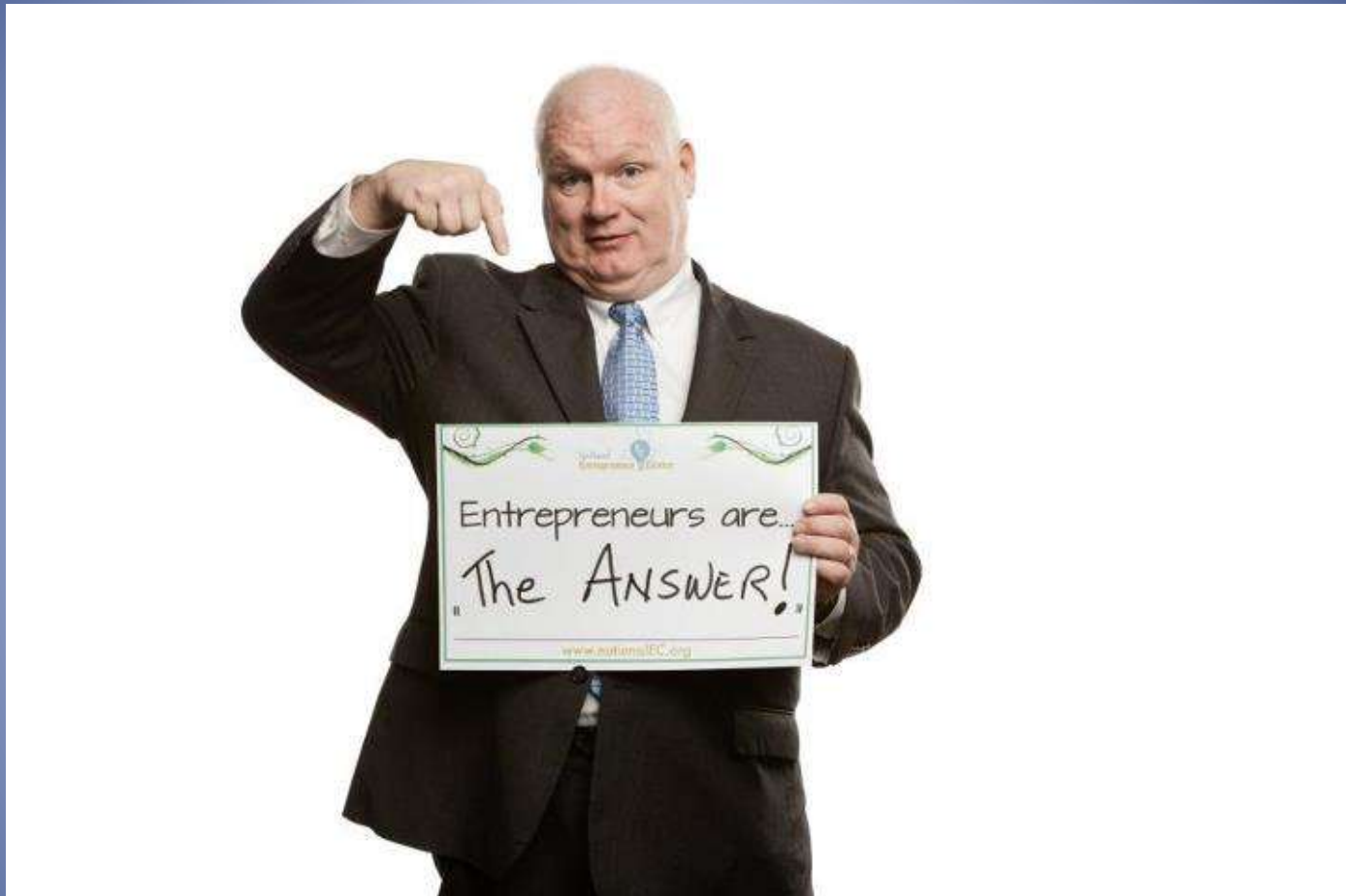


Attracting, Retaining & Motivating Non-Profit Team Members



Presented by Jerry Ross

I am an Entrepreneur *



*Not an HR specialist

TODAY

- Attracting the RIGHT team members
- Keeping the Band together
- Creating a “Sticky” Culture
- YOU

***In the Innovation Economy...
Entrepreneurial Thinking is Required !***



1. ATTRACTION





- Good People know Good People
- Setting expectations
- Know what you are looking for
- Know what you need accomplished

Can They Get to Tampa?



2. Keeping the Band Together



“People don’t leave companies,
they leave bad bosses.”

First, Break All the Rules -Marcus
Buckingham

... And for more money

...And for personal growth

...And for a more fun

...And because they are asked to leave

-Jerry Ross

- Get your steps in

- Listen

- Delegate POWER & AUTHORITY

- Catch People Doing Something RIGHT

- Accountability Matters- *you get what you tolerate*

- Activity vs. Accomplishment

- One Minute Manager



**Sometimes it is
NOT
about the money
at all!**

3. Creating a “Sticky” Culture

- Clarity of Mission
- Passion for the Mission
- Focus on Strengths not Weakness
- Communication is required
- Professional Development/ Share
- Flexibility
- Recognition
- FUN



NEC Culture

- Birthdays
- Money Dance
- Popcorn Fridays
- NEC golf champion
- Kreepy Clown
- Got Your Back
- Own It



What works for you?*

* Requires Audience Participation

Are you in the Right Huddle?





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