


KNOW YOUR EMPLOYEES AND LOOK OUT FOR THEIR BEST INTEREST


By: Renea Grogan

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Objectives

- ▶ Understand why you should Get to Know your Employees
 - ▶ Suggestions How to Get to Know Them
 - ▶ Understand the Benefits of Having Your Employees Best Interests at Heart
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Why Get to Know Your Employees?

- ▶ Builds strong relationships
 - ▶ Trust
 - ▶ You want them to succeed
 - ▶ Give them the tools they need
 - ▶ Promotes trust and dedication to court
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How Do You Get to Know Your Employees?

- ▶ Fish Philosophy & Activities
- ▶ Potluck Lunches
- ▶ Working on projects together
- ▶ Hikes or Walks
- ▶ Volunteering
- ▶ COLORS Program

Other ideas?

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What is COLORS Program?

- ▶ Training to determine your color and the color of co-workers
 - ▶ Temperament
 - ▶ Character
 - ▶ Learn characteristics of each color
 - ▶ What they appreciate
 - ▶ What they do not appreciate
 - ▶ Tips for communicating
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Descriptions:

Blue: Peaceful, sincere, spiritual, patient, accepting


Gold: Sensible, practical, organized, stable, consistent

Green: Curious, complex, intellectual, analytical


Orange: Immediate, witty, spontaneous, performer

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How Do you Look Out for your Employees?

- ▶ Put your employees welfare before your own
 - ▶ Think "we" instead of "me"
 - ▶ Keep it about others, not about you
 - ▶ Be approachable
 - ▶ Encourage life balance
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What happens when an employee feels that you care about them?

- ▶ They feel part of the team
 - ▶ They take ownership of the court mission
 - ▶ They work harder to accomplish the goal of the team
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“Court Family”

- ▶ Families take care of each other, protect each other, look out for each other
 - ▶ Anything else?
 - ▶ Ted Talk regarding Engagement & Trust:
Simon Sinek
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ENGAGEMENT/TRUST



Highlights from Video:


- ▶ A great leader is like being a great parent.
 - ▶ You want to give them opportunities
 - ▶ You want to give them education
 - ▶ So they achieve and have more than you had
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WHAT IS TRUST?


Definition: Firm belief in the reliability, truth, ability or strength of someone or something.

- ▶ Trust is openness
 - ▶ Trust is valuing and respecting peoples' opinions and perspectives
 - ▶ Trust is listening to others
 - ▶ Trust means letting go of always doing it your way
 - ▶ Anything else?
- 
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HOW DO YOU DEMONSTRATE THAT YOU HAVE THEIR BEST INTERESTS AT HEART

- Be sure employees understand their job – know what is expected of them
 - Deliver lots of feedback – both praise and developmental
 - Create opportunities for new responsibilities
 - Be the resource they need
 - Provide professional development
 - Be fair
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RESULTS?

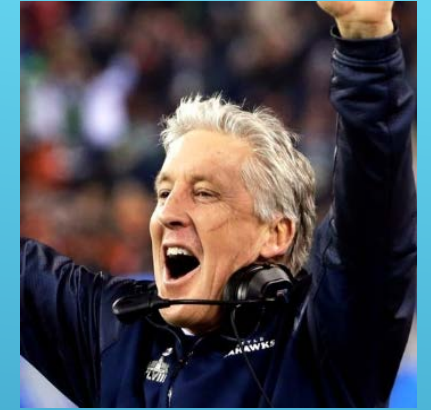
- Employees are Engaged and Productive
 - They know what is expected of them at work
 - They know how their role fits into the bigger picture
 - They Feel Part of the Court Family or Team
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TEAM:

T - TOGETHER
E - EVERYONE
A - ACHIEVES
M - MORE



HEAD COACH OF SEATTLE SEAHAWKS PETE CARROLL



"Our job is to help people be the best they can be. What can I do, how can I facilitate someone finding their very best?" Carroll said "Whether it's a coach or administrator or player, that's the whole focus and direction of our work... If you really do believe that and you're going to compete like we do to do that, then you never rest. That means to help somebody find their best, I need to figure them out. What do they need that they don't even know they need?"



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What is Love Your People? Givemore.com

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There are 8 points to Loving Your People:

- Contribute
- Be Kind
- Be Patient
- Be Honest
- Encourage People
- Apologize
- Forgive
- Thank People



- ▶ Why you should Get to Know your Employees?
 - Builds strong relationships
 - Builds trust
 - ▶ How to Get to Know Employees?
 - FISH! Philosophy
 - COLORS Program
 - Working Together
 - ▶ Benefits of Having Your Employees Best Interests at Heart
 - They are productive, motivated, engaged
- 

What Questions
Do You
Have for Me?

