

BUILDING WINNING TEAMS

Keys for Successful People
Management

Cheryl S. Dixon
Director, Human Resources

The Vision

- ▣ Total provision
- ▣ Finances
- ▣ Resources...people
- ▣ Organization
 - “God will supernaturally increase based upon your ability to contain it”

Performance Needs...

- Interpersonal
- Poised
- Professional
- Leaders
- Competent
- Problem Solvers
- Decision Makers
- Team Builders
- Top Performers!



Hiring the Right People

- ▣ Know what kind of person you need
- ▣ Know what the job requires
- ▣ Develop a clear job description
- ▣ Develop a systematic process

“Assignment” minded...not “job” minded

The Law and HR

- ▣ Compliance with state and federal laws
- ▣ Skills/competencies
- ▣ Policies and procedures
- ▣ 90 days probation
- ▣ At will employment



People Management...

- ▣ Lead
- ▣ Develop
- ▣ Motivate
- ▣ Encourage
- ▣ Evaluate
- ▣ Discipline
- ▣ Fire

Do not hire...if you cannot fire!

Accountability and Results

- ▣ Create Commitment and Organizational clarity
- ▣ Minimize silos...establish joint ownership of objectives
- ▣ Hold members accountable to the results!



Commitment

- ▣ Cast the Vision
- ▣ What does it mean to be a staff member?
- ▣ Organizational overview
- ▣ Communicate, Communicate, Communicate!



Organization and Structure

- ▣ Define your Culture...
 - *Every employee is an extension of the organization*
 - *“Brand” the organization*
- ▣ People not techniques and paperwork
- ▣ Management, not manipulation
- ▣ Integrity
- ▣ Emphasis on the “big” picture of organization

Winning Teams

- ▣ Mission or Purpose
- ▣ Identifiable Goals
- ▣ Excellent Communications
- ▣ Diversity

*Teamwork... creates
SUCCESS!*

