



Management AMA: Become a Better Manager

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PCI Webinars

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Ask Me Anything!



- ◉ Topics for Discussion:
 - ◉ Balancing management with public service
 - ◉ Team-building and improving morale
 - ◉ Scheduling for success
 - ◉ Onboarding and training
 - ◉ Work-life balance and emotional health
 - ◉ Dealing with disciplinary issues
 - ◉ And whatever else is on your mind

Time Management

- ◉ Have the right tools
- ◉ Advocate for yourself and what your staff needs
- ◉ Build in time for self-care
- ◉ Know your limitations



Onboarding, Coaching, Training, Learning!

learning is
NOT
a spectator
sport.

so let's
PLAY!

- ◉ Create a culture of curiosity
- ◉ Growth mindset
- ◉ Informal and formal training/learning
- ◉ Ongoing process for all

Peopling



Compassion Fatigue



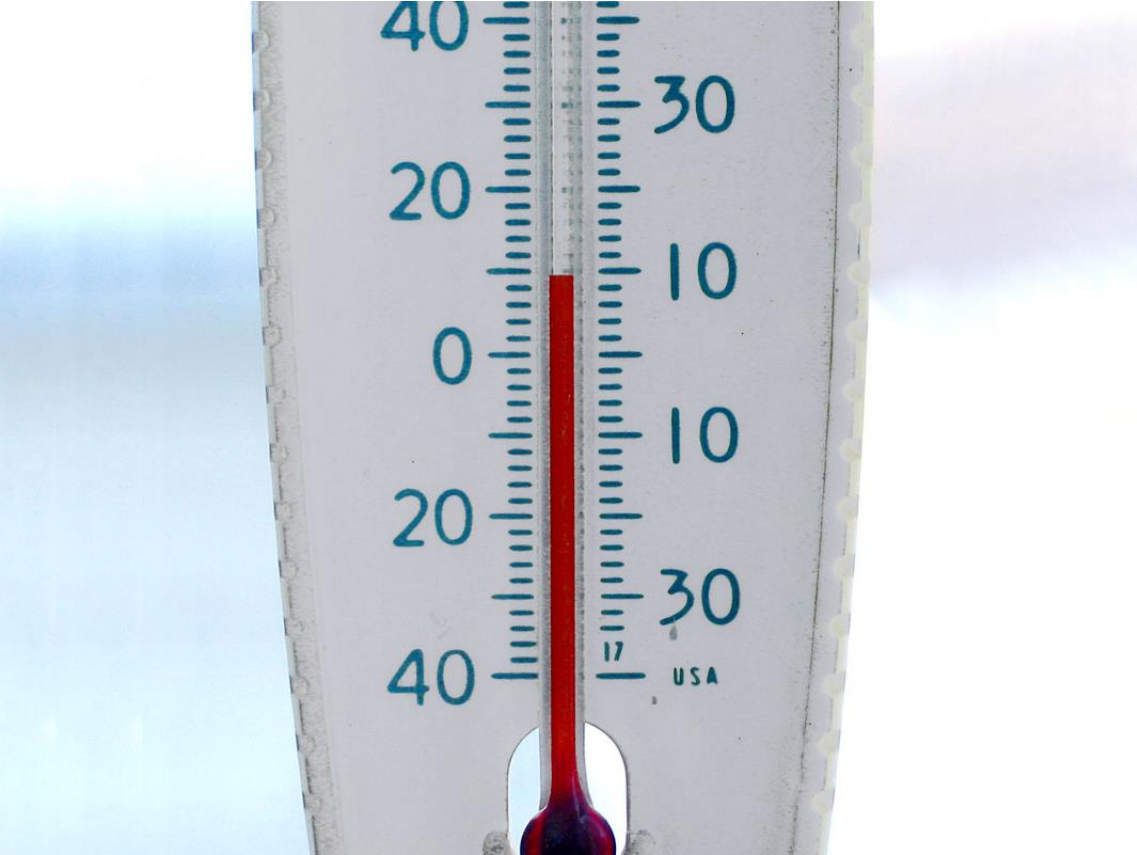
Know Thyself



Team-Building with Personality!

- ◉ Myers-Briggs
- ◉ The Four Tendencies (Gretchen Rubin)
- ◉ Enneagram
- ◉ DISC
- ◉ Escape room games

Your Emotional Temperature



Build Empathy through Discipline



- ◉ Be curious about the problem
- ◉ Work together to come up with a solution
- ◉ Give responsibility to the employee
- ◉ Find tools to help your employee succeed

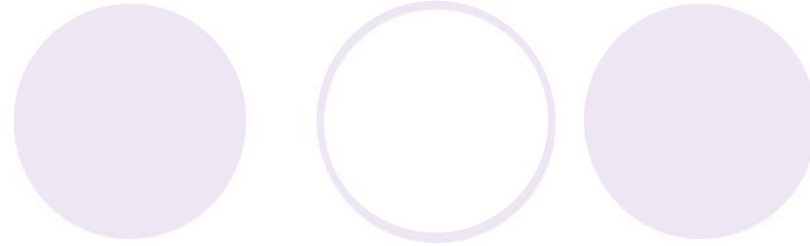
Build Empathy through Discipline

- ◉ Sample Scenarios
 - ◉ Insubordinate Behavior
 - ◉ Social Media Gaffe
 - ◉ Forgetful
 - ◉ Attendance

Always document!!

What's Legal?

- ◉ NOLO
- ◉ State resources
- ◉ SHRM (again)
- ◉ Ask a Manager
- ◉ Evil HR Lady



Lean on Your Peers



- ◉ SHRM
- ◉ Networking with other nonprofits/businesses etc.
- ◉ Online management groups
- ◉ You're not alone!

Five decorative circles are arranged horizontally at the top of the slide. From left to right, they are: a solid light purple circle, a hollow light purple circle, a solid light purple circle, a hollow light purple circle, and a solid light purple circle.

What's on your mind?

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Thank you!!