

How can we improve the *engagement* and “*career pathing*” of managers within our firm?

List of the top 3 ideas from each table (similar ideas are grouped by color):

- ☐ Share the “why” and reasoning of top-level management decisions
- ☐ Mentoring program - connect older employees with tribal knowledge with younger engaged employees
- ☐ Mentoring program
- ☐ Conversations about future aspirations (short and long-term goals, frequency of these?, develop a plan to execute)
- ☐ Structured listening meetings one-on-one weekly

- ☐ Communicate 1, 3 & 5-year goals
- ☐ Core values – managers should know them, live them, and pass on to their team.
- ☐ Tangible kudos for exhibiting core values
- ☐ Highlight employee stories (ones that align with core values, back stories, do it in public fashion)
- ☐ Goal setting for managers & team (must relate to company goals & values)

- ☐ Financial transparency
- ☐ Price is Right game
- ☐ KPI visibility / board
- ☐ Share info about capital expenses, ask for feedback, and involve them in the decisions

- ☐ Cross training to develop skills
- ☐ Cross train in other departments to help support & understand total company
- ☐ Ideas exchange with reward
- ☐ Engage employees by writing their own SOP's

- ☐ External education programs, off-site visits, industry events, and seminars
- ☐ IDP with continuing education
- ☐ Continuing education (advancing or fine tuning skills, invest in their future, personal growth outside of work)
- ☐ Incentivize education and professional development
- ☐ Invest in education inside or outside the industry
- ☐ Field trips to other nurseries
- ☐ Visit installation sites to encourage motivation

- ☐ Community garden to raise/share food
- ☐ Offer flexibility