



# MEANINGFUL CONNECTIONS

EXTENSION COUNCIL CONFERENCE

GATEWAY HOTEL & CONFERENCE CENTER | AMES

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# Creating Positive Work Environments

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# Why are we here

**What is one thing you can do in your county to...**



...show *GRATITUDE*?

...enhance *BENEFITS*?

...increase *COMMUNICATION*?

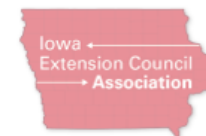
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Take a photo of this sheet before you turn it in to remember your ideas!



**MEANINGFUL CONNECTIONS**



# Positive Feedback

To be effective, positive feedback must be:

- In-depth and meaningful
- Genuine
- Based on an individual's actual efforts
- Delivered in a way that incentivizes the person to continue their behavior

**Recognizing people's efforts helps to create a supportive culture.**

# Gratitude in the Workplace

# Gratitude in the Workplace



**Thank you**

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Starts at the top

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Thank the people who never get thanked

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Aim for quality, not quantity

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Provide the opportunity

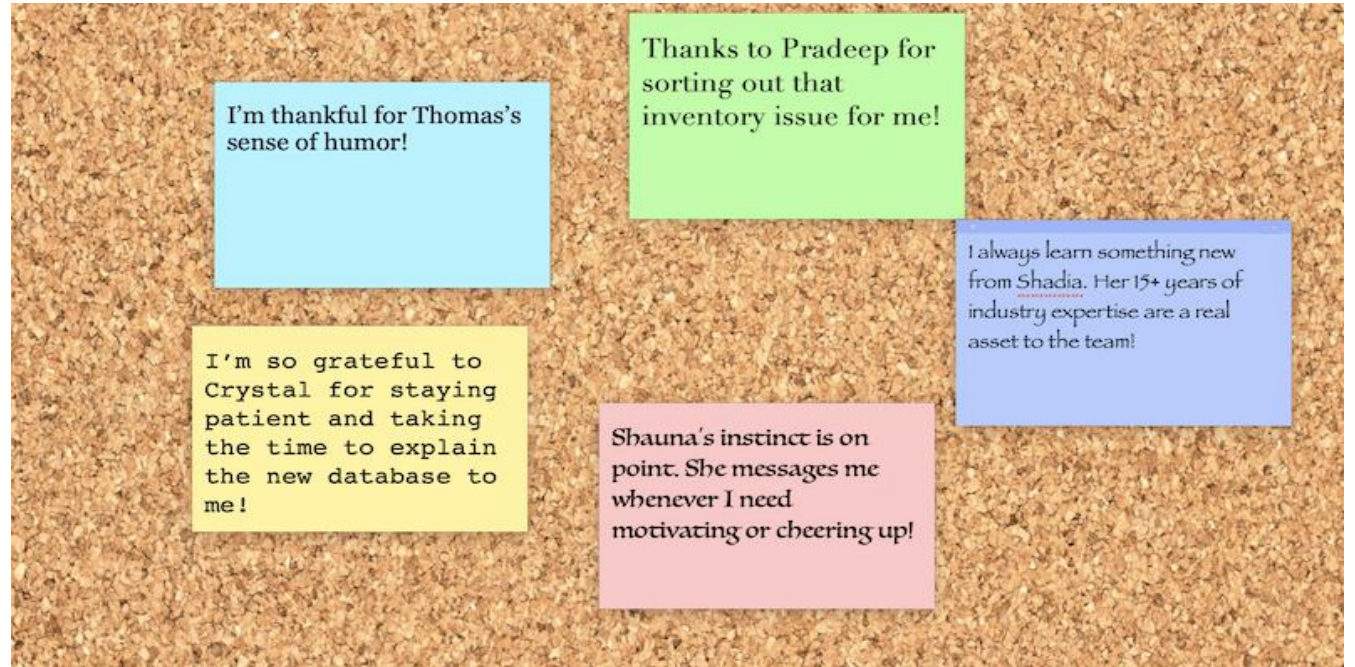
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Gratitude combats stress

## KINDNESS TO-DO LIST

- Say hi
- Pay a genuine compliment
- Teach a five minute lesson
- Admit one quality you admire
- Treat to a coffee or dessert
- Share a meal together
- Check in to see how the day is going
- Play a game together
- Send an interesting article
- Recommend a book, show, or movie
- Draw a picture
- Send a handmade present
- Make teammate laugh
- Get to know teammate better

teambuilding.com



*People leave leaders, not organizations.*

- Ken Wright





# KEN WRIGHT ENGAGE YOUR TEAM.

 CARL BUECHNER SAID.....

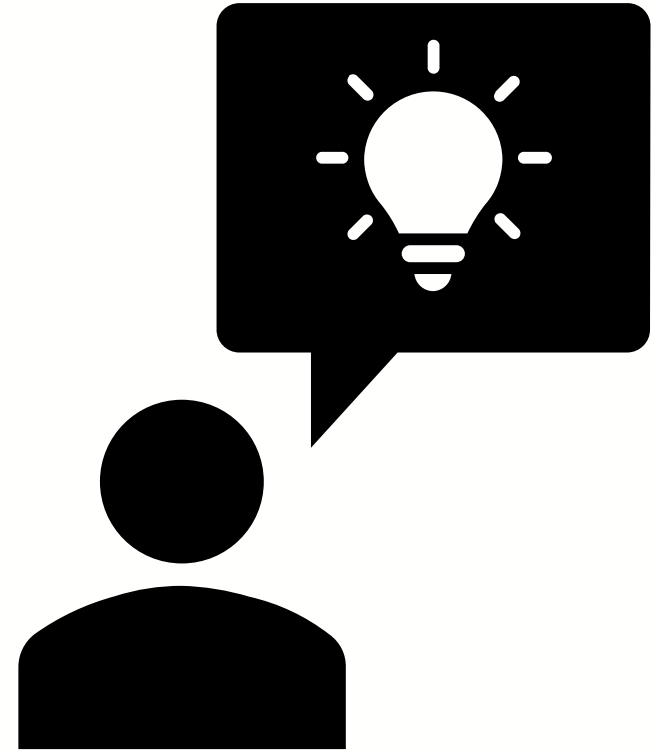


- PEOPLE WILL FORGET
- WHAT YOU SAY
  - WHAT YOU DO



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What are your ideas?



# Salary and Benefits

# Resources

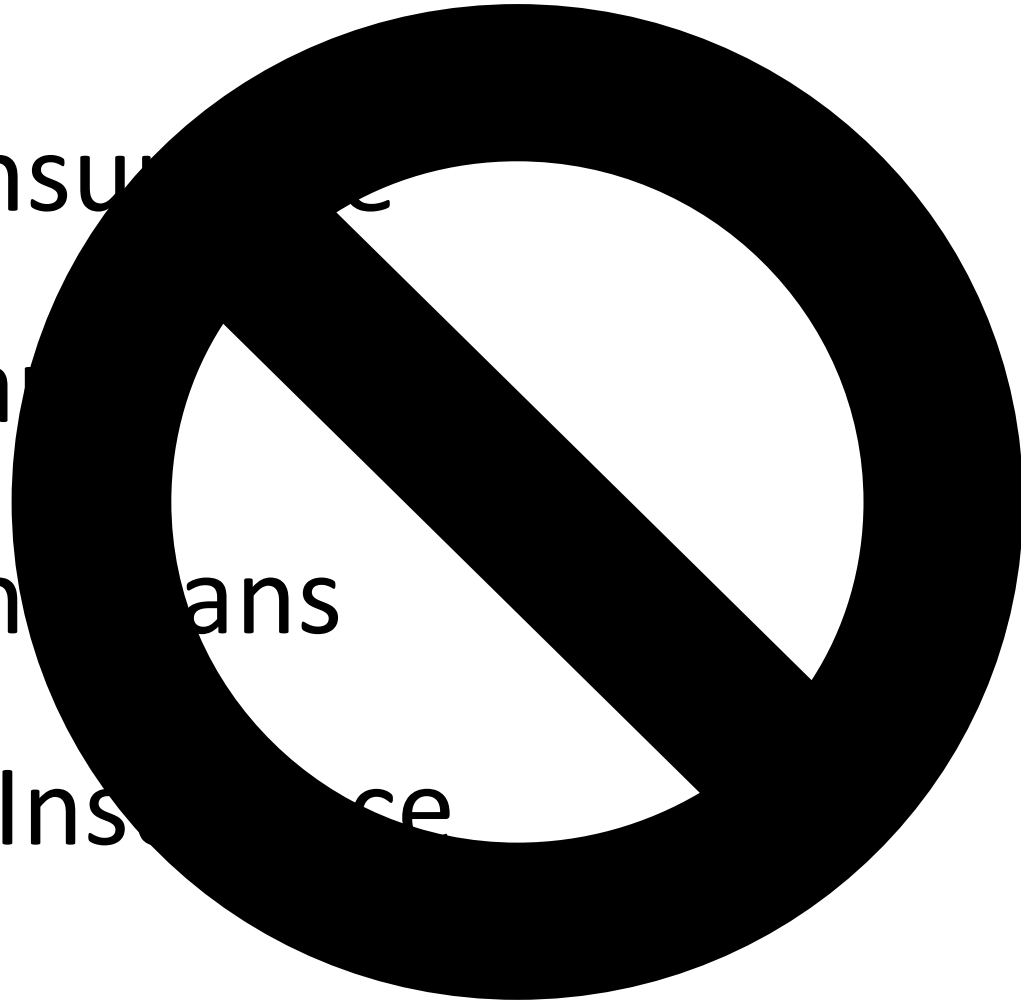
- IECA resources [www.iaextensioncouncils.org](http://www.iaextensioncouncils.org)
- Legal Services (Whitfield & Eddy)
- Employee Assistance Program (EAP)
- Tuition reimbursement from Extension and Outreach
- Salary Guide and Benefits Guide
- Career advancement
- Professional Development unit
- LinkedIn Learning

# Four Types of Employee Benefits

- Medical Insurance
- Life Insurance
- Retirement Plans
- Disability Insurance

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# Four Types of Employee Benefits

## Benefits at work

- ✓ Working hours and leave; flextime; holidays; parental leave
- ✓ Skills development
- ✓ Food and beverage

## Benefits for health

- ✓ Healthcare benefits
- ✓ Gym memberships

## Benefits for financial security

- ✓ Insurance

## Lifestyle benefits

- ✓ Work-life balance
- ✓ Mobility

# Soft Benefits

- Workplace flexibility
- Flextime
- Summer hours
- Experiences
- Continuing education
- Earned, incremental vacation days
- Performance rewards
- Cell phone



# Communication

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## Organizational

- Performance reviews
- Two Way Scorecard
- Internal Communications Task Force
- Virtual Suggestion Box – both IECA and Extension Administration

## Personal

- 1:1
- Request meeting minutes reflect accomplishment or appreciation
- Gratitude wall, Kudoboard

# Trust

## Building trust

- Longevity
- Consistency
- Respect as a professional


## Broken trust


- Can be unintentional
- Can be impactful for a very long time
- How to fix trust when it's been broken

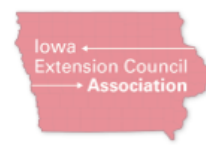
# Turn in your form, take a picture to take your ideas with you!

**What is one thing you can do in your county to...**

...show <i>GRATITUDE</i> ?	...enhance <i>BENEFITS</i> ?	...increase <i>COMMUNICATION</i> ?

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