

# The Best People for the Best Program

Realizing Your Return On Your  
Human Resource Investment

# Presented By Recreation Services

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# Presentation Objectives

Session participants will learn how to...

# Best People = Team Rec

Approach staffing as a “winning” program investment and not just an enormous line item expense.



# Best People = Team Rec

Develop a 4 step program that includes recruiting, interview, orientation and recognition session that will yield quality applicants for all positions.

# **Best People = Team Rec**

Introduce a culture of quality to your operation.

# Who are the Best People?

## What is Team Rec?



# First

A unique approach to  
hiring part time staffing



# Second



A program that protects  
your investment

# Third

A program that  
emphasizes a service  
culture with measurable  
results

# Fourth



A program that  
emphasizes excellence and  
responsibility

# Fifth

A program that creates relationships



# Sixth

A program within a program for superior participant satisfaction



# The Team Rec Approach

A program within a program

# Approaching Staffing as an Investment to your Program



# Who Are Your Program Participants?

Your Team Rec Staff





# Recruitment

The KEY to getting the right people on the team



# Recruitment: The Presentation

- Speakers
- Message
- Location
- Image

# Recruitment: Expectations

All expectations must be  
clearly outlined...or  
else?

# Recruitment

How Does Your Organization  
Define Success?

# Recruitment

## The LOOK of Your Organization



# Recruitment

Absolute Rules, Values  
& Behaviors

# Recruitment

Qualifications &  
Preferred Experience

# Recruitment

- Application Materials
- Selection Criteria
- Selection Notification



# Interview

- Initial interview
- 2<sup>nd</sup> Interview
- Hiring Roster



# Orientation

Telling your story and  
establishing your culture

# Recognition Dedicated Program Support Spaces

**Recognition**

**Leadership Teams**

# Recognition

- Immediate Feedback
- Evaluation

# Recognition

## Plan to Celebrate Success



# Recognition

## Establishing Incentive Programs

Special funds and support programs. . .

# Team Rec Results

## Program Outcomes

### Return On Investments

- Retention
- Excellent Service
- Loyalty
- Satisfied Participants
- Competent Staff
- Safe Environment
- Well Maintained Facilities
- Quality Programs
- Developed Relationships



Questions?