

The Best People for the Best Program

Realizing Your Return On Your
Human Resource Investment

Presented By Recreation Services

Jeff Lopez, Director

Rene Lockenour, Associate Director

Rickie Johnson, Coordinator

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
- 2nd 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?