

Leadership Bites Library

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July 2024 - Engagement

Weekly leadership bites sharing best practices for engagement and retention through appreciation/recognition, connection to our mission, motivation/inspiration, and purposeful interactions

July 2024 - Engagement

Week 1: Languages of Appreciation

RAS Leadership Development Series

Languages of Appreciation

A professional translation of “The Five Love Languages” concept by author Gary Chapman, The 5 Languages of Appreciation can be applied to your interactions with your team, your leader, and your peers.



Words of Affirmation: Providing specific examples and recognition to validate and affirm the individual's unique contributions.

Quality Time: Dedicating your time to support and engage with team members.

Acts of Service: Demonstrating taking on the weight of responsibilities in the ways that matter to your team, peers and leaders shows humility and respect.

Tangible Gifts: Providing personalized, thoughtful items such as a simple handwritten note or homemade item that demonstrate an understanding of the person's preferences.

Appropriate Physical Touch: While valid in some workplaces, at Right At School, we encourage our leaders to be a role model of the ways we interact with others. Generally, physical touch is not the best option

Action Steps

- Ask someone how they like to be recognized
- Consider how to vary your approach to meet individual needs
- Try a new language of appreciation and observe how it is received

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Week 2: Engagement continuum

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Week 3:

Leadership Development Series

Engagement

Retention Rockstars

This week, we are pleased to introduce two of our Field Leaders who have worked hard to implement effective engagement strategies. These leaders shared their **top tips** for successful engagement:

Terel Hayes TX

Terel increased his retention by **24%** this year

- Terel expressed the importance of spending **quality time** investing in **developing** and **coaching** future leaders
- **Feedback** from their team is a critical component of **measuring the effectiveness** of Terel's engagement efforts



- Carlos emphasized that **effective, varied communication** has been a game-changer for his team's engagement - **understanding his team's preferences** has really helped
- Having a team culture of **trust** and **open communication** has helped Carlos to implement team engagement strategies

Carlos Fontanez NJ

JUL
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Join Carlos, Terel and your HRBP team for an interactive discussion session next week to share ideas, learn from other leaders and invest in your own growth!

Action Steps

- Make Connections Today! Use the recent return intent survey data (Found in your Field Training Compliance Tracker) to reach out to your team.
- Express excitement for those who have said they are returning and reach out personally to those who have not responded.

Week 4: