

Grow Your Team



Session Description

A discussion on training, cross-training, compensation, non-monetary incentives and job satisfaction.



Grow Your Team

- Organization
- Manage Talent
- Train, re-train and cross train
- Compensation

Grow Your Team

Organization

- What is the structure and reporting across departments and with senior management
- Job descriptions – Do you have them? Are they current?
- Work flow – Do you have processes and work activities documented on paper?

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Manage Talent

- Are you getting the most from your team? Are they encouraged/motivated and do they have an opportunity to grow? Accelerated development should be part of employee management
- Use your knowledge of your business to ask insightful questions that prompt the members of your team to stop, think, and rethink. Invite their best thinking. [Wish list once every year or two.]

Grow Your Team

Train and Cross-train

- Cross-train – can another employee or contractor “step into the key roles/positions/functions of your company if needed?
- Training – webinars, ECPA conference, ECPA list serve, Folio, Society for National Association Publications [Employee training is usually a wise investment.]

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Compensation

- Benchmarks – Do you know what the publishing industry salary ranges are for each of the operational area positions? Are you within or close to the range?

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