

Building a “Community” within Your LDP: Priority Number One?



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Experience:

- 35+ years experience designing and delivering training across diverse industries

Certifications & Education

- GE Six Sigma Trained & Certified
- DiSC Personality Profiles; Authorized DiSC Partner
- Change Acceleration Coach
- MBA, Western New England University
- Bachelor of Business Management

Process Facilitation

- Leadership Workshops
- Team Building Events
- Conflict Resolution
- Performance Coaching

Activity







com·mu·ni·ty

/kəˈmyʊnədə/

noun

1. a group of people living in the same place or having a particular characteristic in common.
"the scientific community"
synonyms: group, section, body, company, set, circle, clique, coterie, ring, band, faction; [More](#)
2. a feeling of fellowship with others, as a result of sharing common attitudes, interests, and goals.
"the sense of community that organized religion can provide"

Why is this an important topic?

What does the data say?

([Link](#) to Dan's slides)

What Say You?



Survey says ...

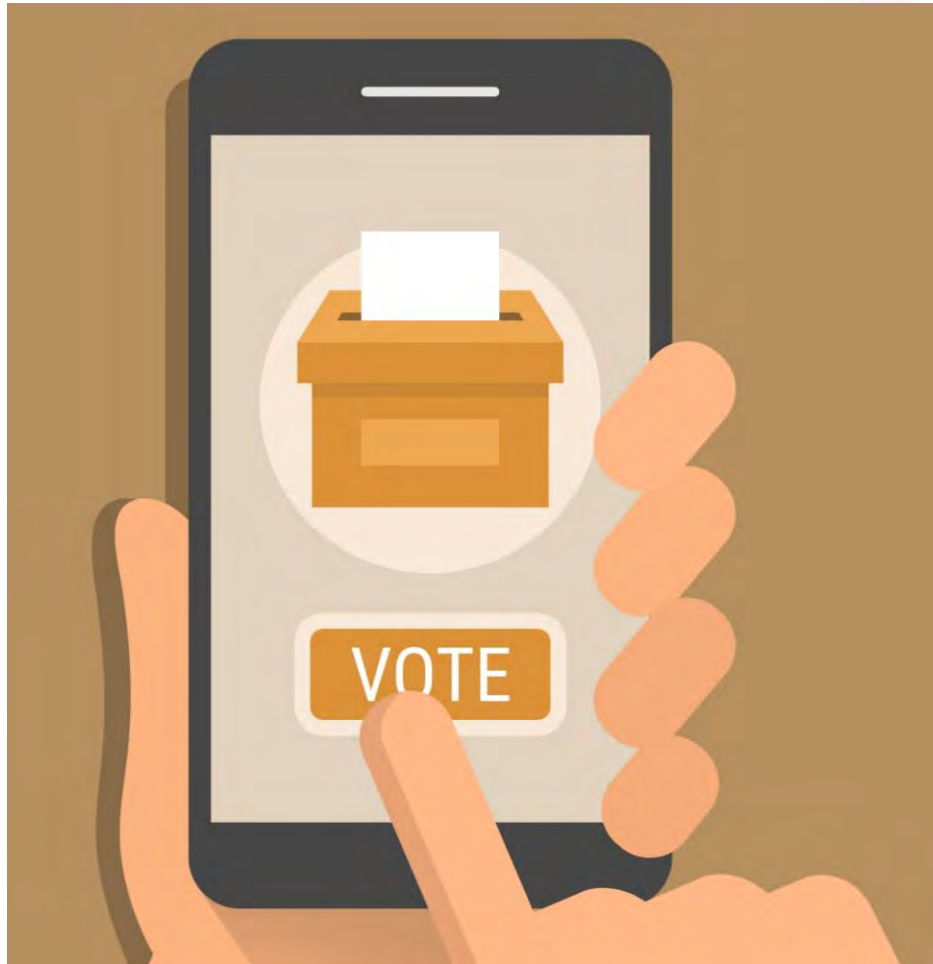


THE RESULTS ARE IN...

Balancing individuals with LDP goal



What Say You?



Survey says ...



THE RESULTS ARE IN...

Activity

- What do you do to balance program goals with needs of individuals?
- Reflect individually first
- Pair up and share 1-2 best practices

Unifying diverse groups



Unifying diverse groups



8 Happiness Factors

- Supervisor
- Co-workers
- Meaning/Job Fit
- Autonomy
- Impact
- Organizational Support
- Organization Fit
- Work-Family Climate



Activity – Personal Reflection

HAPPINESS
IS CONTAGIOUS.
BE A CARRIER

Try this Litmus Test

- On scale of 1-10, ask your LDPs how they feel about coming to work
 - 10 is “When I wake each day, I look forward to going to work. I often tell others how much I love where I work.”
 - 1 is “I’d rather have my car break down than go to work. I often tell others how much I dislike work.”
- Next ask what you can do to make the score **+1**
- After completing the exercise, review and look for insights. Define 3 bite-size steps you can take in the next 10 working days to support the “+1” requests

Creating a Community

- Hire happy personalities
- Show you care about your LDPs
- Give office happenings a fun twist
- Organize volunteer events
- Celebrate anniversaries with unique events
- Share employee bios and stories
- Spur friendly competition



<https://hiring.monster.ca/hr/hr-best-practices/workforce-management/employee-performance-management/seven-simple-ways-to-cultivate-a-happy-workplace.aspx>

<https://blog.jostle.me/blog/5-ways-to-create-community-in-your-organization>

Discussion

- How have you fostered Community in your LDP?
 - Which ideas had the biggest impact?
- Discuss extent to which your LDP community helped or hindered your program
 - Which strategies have you used to build a healthy community?
- Choose spokesperson
- Share with plenary





Program Leadership

“When people feel good about coming to work it ripples into the community, into the homes and the coffee shops and the parks and the ball fields. When people are happy at work, they are better parents, spouses, volunteers and citizens. When we make the workplace better, we make the world better.”

- Kris Boesch

**WE ARE NOT
A TEAM
BECAUSE WE
WORK TOGETHER.
WE ARE
*a team because
WE RESPECT,
trust, and care
for each other.*
...**



Personal Action Plan

Creating your individual action plan

- What are your key take-aways from today's discussion?
- Which take-aways apply to your situation?
- Share, discuss



<https://www.abbl.lu/content/uploads/2018/10/Growth-300x200.jpg>