

Make Love in the workplace

Realistic and achievable ideas to keep your
employees motivated and happy



Loveable workplace ideas



Field trips

- Not just for the kids
- Consider free public areas like parks
- Pot luck to keep food costs low
- Use coupons!
- The important part is that everyone is relaxed and spending time together.

Have fun!

- Dress up for the holidays (Halloween, St. Patrick's Day, Ugly Sweater contest)
- Plan Happy Hours once a month
- Plan Pot Lucks for random months that need a pick me up (Chili contest, Apps We Love meal)

Recognition

- Do you have an award for your employees?
- Are managers in a position to reward on an individual basis?
- Are there departmental awards for success as a department?



CEO performance review



Eat with the best

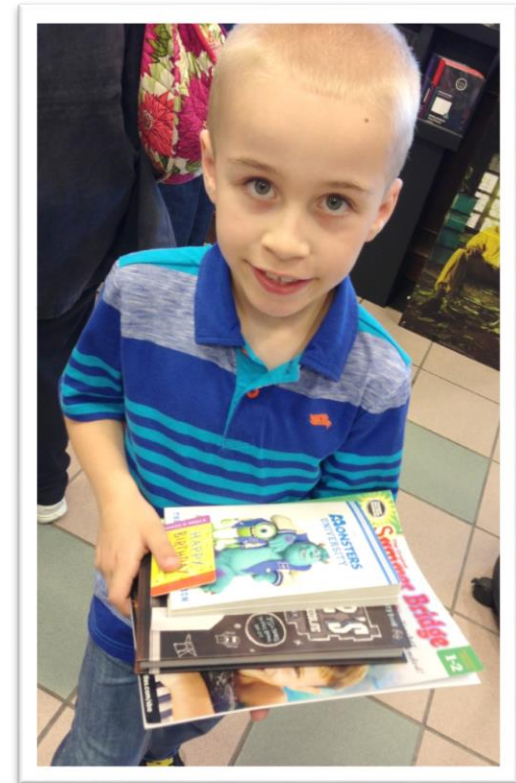
- Meals with the boss
- Do you spend time helping your A Players be the best version of themselves?
- Often managers and CEOs spend a lot of time helping weak employees become good and forget that their better employees need some one-on-one time to become their best.

Get it right from the start

- Have an introductory breakfast with the team
- Schedule a lunch with key players
- Meet with each employee or department head one-on-one
- Make their business cards immediately
- Email is set up
- Provide a road map for the whole first week

Take care of the kids

- Remembering the staff's kids' birthdays is unique and appreciated
- Mark the day with a card signed by the whole staff, mail it to the employee's house, and include a simple \$5 or \$10 gift card for movies or books
- Employees love when the company remembers their family



Rhythmic alignment (*Daily Huddle*)



Celebrate birthdays



Live your core values

- Have your Core Values posted in a public place
- Post them at each desk
- Make them the criteria for awards
- Profile in company newsletter
- “Catch” people in the act
- Read them quarterly at big meetings
- As the CEO or Founder, live for all to see!

Explain

- Be transparent in your decisions
- Don't allow the staff to guess what you meant
- Ask for advice and ideas, but always explain why you made the choice you made as the boss
- Encourages future feedback!



Be candid. Yet tactful.

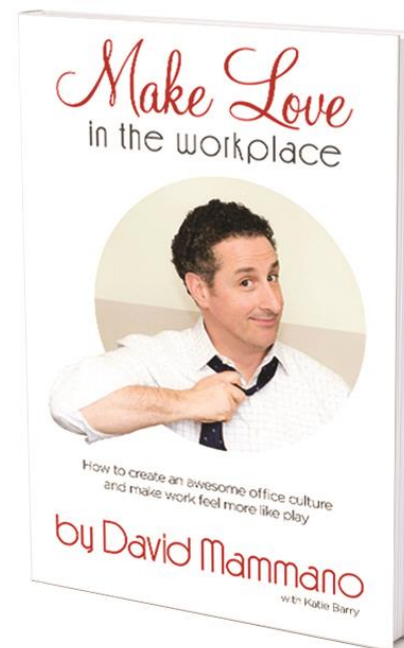
- Don't be passive aggressive
- Don't be the Mack Truck
- Hit them between the eyes! In a tactful way.
- Encourage your team to always be direct and honest
- Soap in the mailbox? NO!

Transparent metrics

- Make your metrics visible
- Hold employees responsible for their metrics
- Transparency provides a team atmosphere to achieve goals
- Other departments may have ideas for growth when everyone know the company goals

Book Club

- Start a book club!
- Agree on a book and review it during month meetings
- Gets the whole staff on the same page (*literally*)



Paid week off for volunteering

- 40 hours of volunteering time a year
- Encourages your team to give back to the community
- Represents your company in a positive way
- A great recruiting and retention tool for new, young employees

No Toxic
People Allowed.

YOU
can start the movement!

“A fish rots from the
head down.”

—Sicilian Proverb

Thank YOU!



Contact Me

David Mammano

Tel: (585) 317-8254

David@DavidMammano.com

Twitter: @DavidMammano

FB: @DavidMammanoFan

LI: [linkedin.com/in/davemammano](https://www.linkedin.com/in/davemammano)