

ENCOURAGE, INSPIRE, AND EMPOWER

Leadership Musts for Effective
Employee Engagement and
Retention

Ronny Morris, PHR, aPHR
Human Resources Manager





COVID Phenomena

- Global pandemic
- The Great Resignation
- Isolating and quarantining
- Mask wearing
- Social distancing
- Vaccine debate
- Goods and services adversely affected
- Mental Health Issues





Post-COVID Phenomena in the Workplace

- Socioeconomic Climate
- Abundance of job openings; too few applicants
- Bidding war for employees
- “Ghosting”
- Burnout
- Quiet Quitting
- Multigenerational workforce



Traditionalists

1928 - 1945



Baby Boomers

1946 - 1964



Generation X

1965 - 1980



Millennials

1981 - 1996



Generation Z

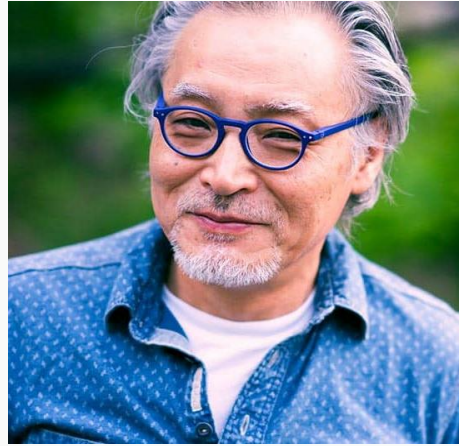
1997 - 2015

Generations in the Workplace



Baby Boomers

1946 - 1964



Generation X

1965 - 1980



Millennials

1981 - 1996



Generation Z

1997 - 2015

Generations in the Workplace

2. definite,
specific.
define, v.
throw light on
2. demarcate

“YOU CANNOT
DEFEAT WHAT
YOU CANNOT
DEFINE.”

- Craig Groeschel

Every Employee's Innate Needs



TO BE KNOWN

TO BE HEARD



Encourage, Inspire and Empower



“LEADERSHIP IS
NOT ABOUT WHAT
YOU’RE GETTING
BUT WHAT YOU’RE
GIVING.”

- Ronny Morris



TRANSFORMATIVE LEADERSHIP SKILLS

How You Lead Matters

LEADERSHIP MINDSET



LEADERS LEAD PEOPLE;
MANAGERS MANAGE TASKS.

HAVE A GROWTH MINDSET

BE OTHERS-FOCUSED

SEE SOLUTIONS, NOT
PROBLEMS

SERVANT LEADERSHIP



CREATE "FOLLOWERSHIP"
GIVE MORE THAN YOU GET

ATTITUDE

HAVE HUMILITY

BE AUTHENTIC

INTENTIONALITY



BE CONSISTENT

SET HIGH STANDARDS

HAVE INTEGRITY

LEAD BY EXAMPLE



“LEADERSHIP IS ABOUT OTHERS-FOCUSED RATHER THAN SELF-FOCUSED.”

- Ronny Morris

ENCOURAGE

“ENCOURAGEMENT
IS LIKE OXYGEN.”

- John Maxwell

Encourage, Inspire, and Empower



ENCOURAGE

“To Put in Courage or Heart”



Ask, “How *Are* You?”..and Mean It
Your Words Have Power
Be Present
Engage in Active Listening
Create a Connection
Establish Relationships

INSPIRE

“IF YOUR ACTIONS
INSPIRE OTHERS TO
DREAM MORE,
LEARN MORE, DO
MORE, AND BECOME
MORE, YOU ARE A
LEADER.”

- John Quincy Adams

Encourage, Inspire, and Empower



INSPIRE

“To Breathe Upon or Into”



Be an Influencer
Cast Vision – What’s Your *Why*
Add Value to Your Staff
Give Recognition
Nurture Organizational Culture

EMPOWER

“LEADERS BECOME GREAT, NOT BECAUSE OF THEIR POWER, BUT BECAUSE OF THEIR ABILITY TO EMPOWER OTHERS.”

- John Maxwell

Encourage, Inspire, and Empower



EMPOWER

“To Give Power or Authority to”



Give Your Team Autonomy
Elicit Their Feedback
Provide Resources
Create Opportunities for Growth



YOUR REAL SUPERPOWERS

**To Encourage, Inspire,
and Empower Others**

THANK YOU

Ronny Morris, PHR, aPHR

Email

Ronny.Morris@ChristianCare.org

Website

FellowshipSquareSeniorLiving.org

Encourage, Inspire and Empower



References

Bialik, K. & Fry, R. (2019), *Millennial life: How young adulthood today compares with prior generations*, Pew Research Center

Calhoun, S. & Strasser, P. (2005) Sage Journals <https://journals.sagepub.com> › doi › pdf › 10.1177 › 216507990505301101

Eldridge, A. (2022, September 20). *Generation Z*. Encyclopedia Britannica.

<https://www.britannica.com/topic/Generation-Z>

Forbes Human Resources Council, (2020), *11 Telltale Signs of Employee Disengagement*

<https://www.forbes.com/sites/forbeshumanresourcescouncil/2020/11/12/11-telltale-signs-of-employee-disengagement/?sh=6dce08ab4017>

Gallup Poll, (2023), *U.S. Employee Engagement Needs a Rebound in 2023*

<https://www.gallup.com/workplace/468233/employee-engagement-needs-rebound-2023.aspx>

References

Georgetown University's Center for Social Impact Communication, *Millennial Activism: Tapping Into a Network of Millennial Donors* (n.d.), Emily Logan, <https://csic.georgetown.edu/magazine/millennial-activism-tapping-network-millennial-donors/>

Live Science, Who Are the Millennials? By Douglas Main, published September 08, 2017, <https://www.livescience.com/38061-millennials-generation-y.html>

McKenna, A. (2022, August 16). Generation X. Encyclopedia Britannica. <https://www.britannica.com/topic/Generation-X>

US Bureau of Labor Statistic, <https://www.bls.gov/opub/mlr/2022/article/job-openings-and-quits-reach-record-highs-in-2021.htm>

World Health Organization, 2020 https://www.who.int/health-topics/mental-health#tab=tab_1

Resources – Leadership Podcasts

- Craig Groeschel - Leadership Podcast
- Dr. Carolyn Leaf, Neuroscientist, Cleaning Up the Mental Mess
- Dr. Henry Cloud, Psychologist
- Lewis Howe
- Tom Bilyeu
- John Maxwell
- Simon Sinek
- The Global Leadership Summit (<https://globalleadership.org/summit/>)

Resources - Books

- Lead Like It Matters, Craig Groeschel
- Winning the War in Your Mind, Craig Groeschel
- Emotional Intelligence 2.0, Travis Bradberry and Jean Greaves
- Crucial Conversations, Joseph Grenny
- Dare to Lead, Brene Brown
- The Gifts of Imperfection, Brene Brown
- I Said This, You Heard That, Kathleen Edelman
- Make Your Mind Magnificent, Dr. Stephen Campbell
- Strengths Finder 2.0, Tom Rath
- Boundaries for Leaders, Dr. Henry Cloud

Resources - Books

- Developing the Leader Within You 2.0, John C. Maxwell
- Start with Why, Simon Sinek
- Leaders Eat Last, Simon Sinek
- Soundtracks, Jon Acuff
- Rebel Talent, Francesca Gino
- Atomic Habits, James Clear
- Cues: Master the Secret Language of Charismatic Communication, Vanessa Edwards
- Primed to Perform, Neel Doshi and Lindsay McGregor