



Great Lakes Center for Youth Development

First Time Manager Training

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GLCYD ~ About Us

- Helping the U.P. be a model community for youth
 - Strengthening nonprofits
 - Promote asset-based youth development



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Orientation vs. Onboarding





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Goals for an Onboarding Program

- Expectations are understood
- Organizational culture is understood
- Trust is built
- Your new employee knows how to problem solve



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Tips for Successful Onboarding

- Tailor it to each new employee and their role
- Establish learning goals, feedback checkpoints and document progress
- Be present....really present
- Utilize a buddy system
- Make it fun!
- Don't forget your own quirks, learning styles, and to ask for feedback on how YOU can improve



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Coaching vs. Discipline

- Leading vs. Dictating
- Listening vs. Telling
- Cooperation vs. Conflict
- Retention vs. Turnover
- Proactive vs. Reactive



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WIN BIG

- Wonder About the Root Cause
- Investigate Wants – Visioning
- Name Possible Solutions
- Build a Plan
- Inspire Action – Accountability
- Give Affirmation – Validation

Reference: [A Manager's Guide to Coaching](#), Brian Emerson and Anne Loehr



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