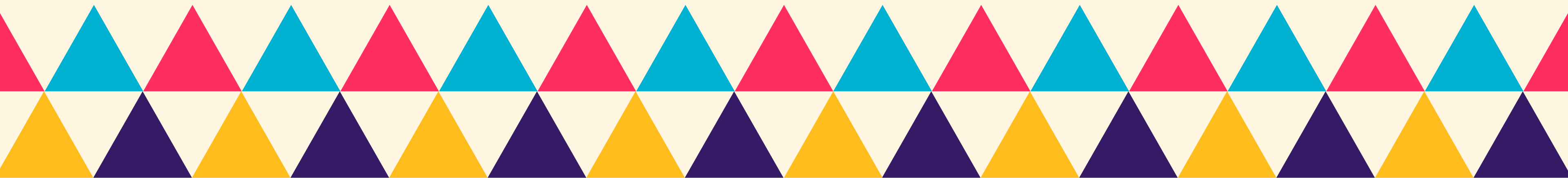




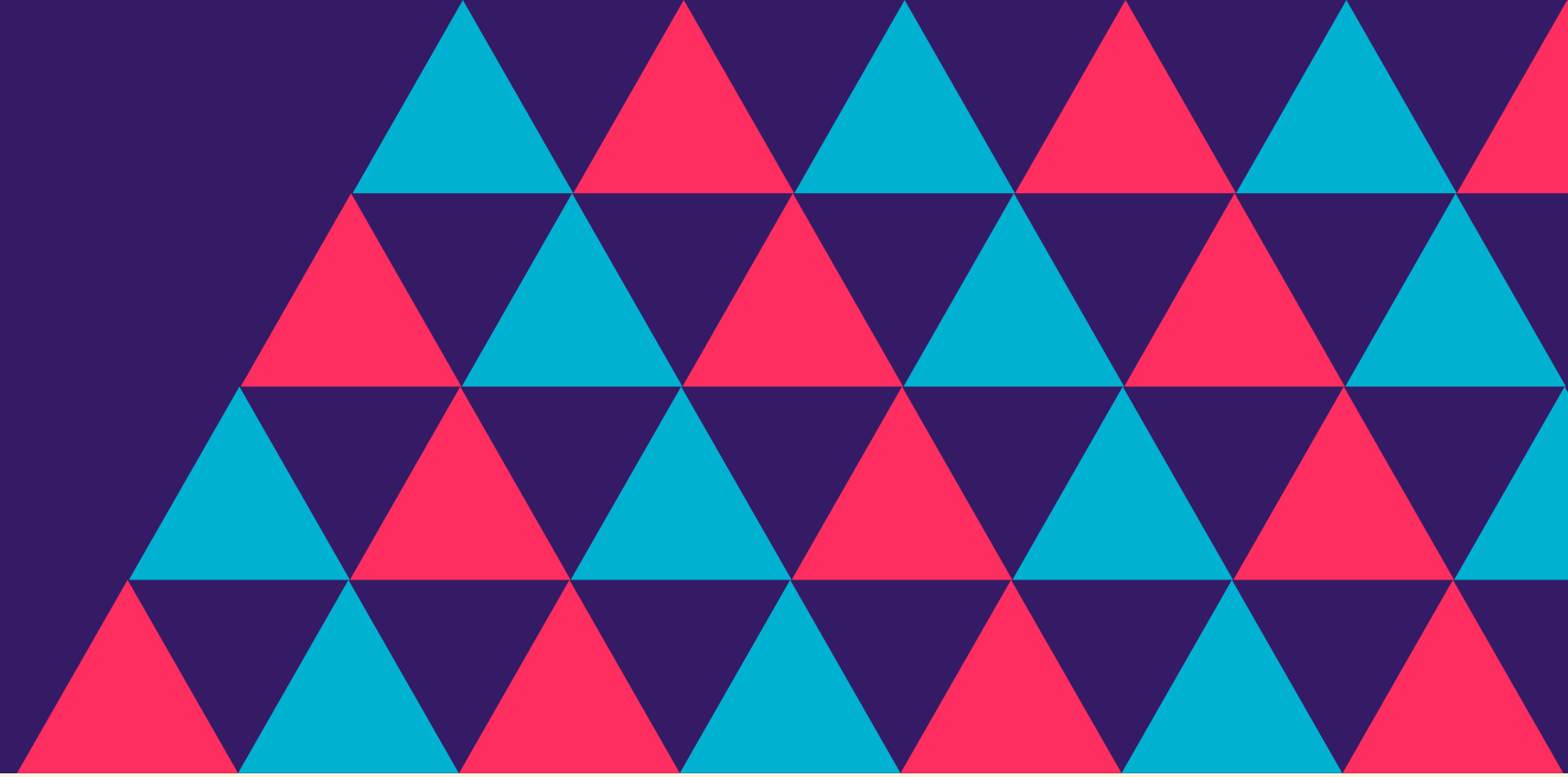
Bringing Workplace Belonging to Life



In what groups do you feel true belonging?

The Case For Belonging...

Better Up: The Value of Belonging at Work: Investing in Workplace Inclusion



56%

Belonging can lead to a
**56% increase in job
performance**

50%

Belonging has been
shown to reduce
turnover risk by **50%**

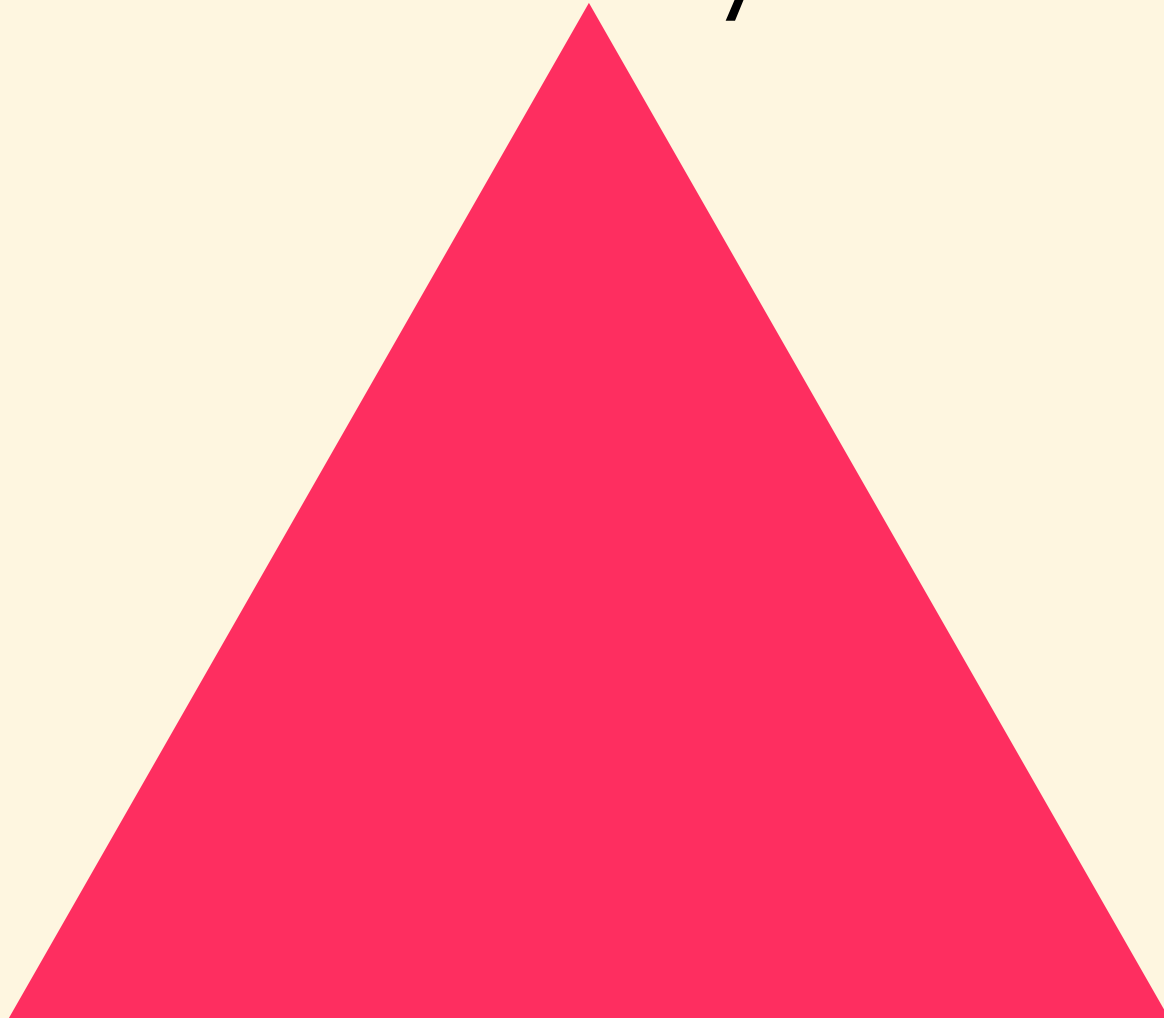
75%

Belonging leads to a
**75% decrease in sick
days amongst staff**

Belonging Impacts Well-Being

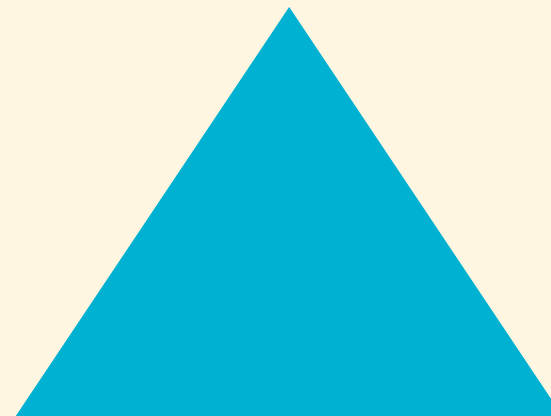
78%

Of those who feel like they belong rated their well-being favorably.



28%

Of those who feel like they don't belong rated their well-being favorably



The lack of a sense of belonging can also cause stress, depression and anxiety. These can initiate a vicious cycle of self-destructive behaviors that further prevent a person from belonging.

Belonging fuels Engagement

Engagement fuels...

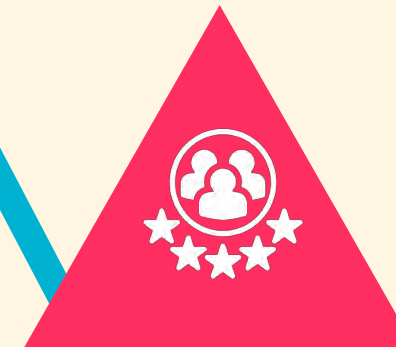
Increased Performance



Higher productivity



Better Customer Service



Employee Retention



Increased Revenue



What is Belonging

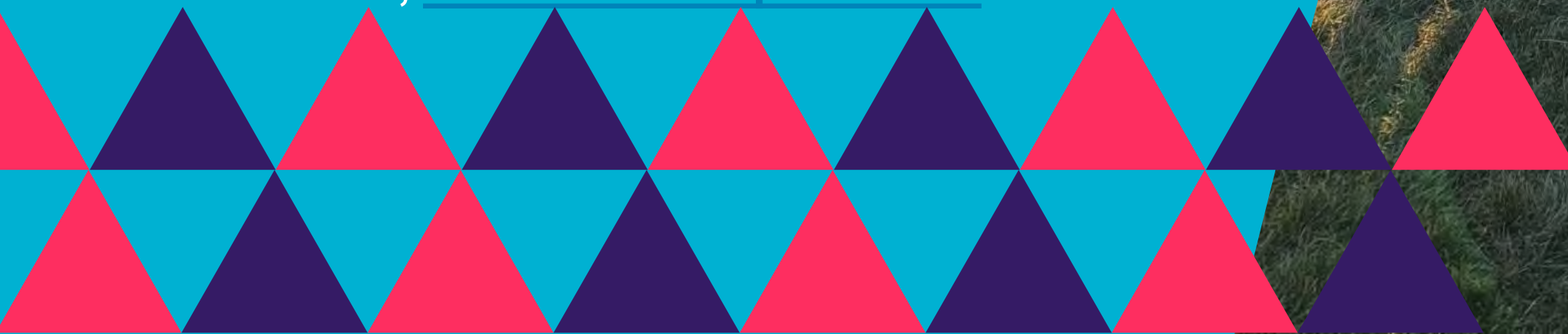
The extent to which someone can show up and feel comfortable being themselves...

Key Aspects:

- Connection
- Comfort
- Contribution

“Fitting in is about assessing a situation and becoming who you need to be to be accepted. Belonging, on the other hand, doesn’t require us to change who we are; it requires us to be who we are.”

— Brené Brown, [The Gifts of Imperfection](#)



Key Aspects of Belonging



Connection

I have meaningful relationships
with coworkers and teams,
connection to organization's goals



Comfort

I can bring my authentic
self to work



Contribution

I understand how my strengths
help achieve common goals.



Factors that Influence Belonging

- The NBO Factor...
- Culture
- Relationships
- Leadership Behaviors



NBO – Net Better Off



Five Sweet Spot Practices

1. Enable Continuous Learning
2. Listen to What Your People Need at the Frontlines
3. Use Technology to Enable Flexible Work
4. Champion Workforce Well-being and Equality
5. Set and Share Metrics



Culture

We must get the basics right

1. Onboarding Experience
2. Respect – <https://www.youtube.com/watch?v=PYJ22-YYNW8>
3. Take Action on Feedback – examples - shelter process, hot days, sick days, refunds, etc.
4. Recognition – ask for examples
5. Everyday Experiences = 5X increase in NBO scores
6. Moments that Matter = 4.3X increase in NBO scores





Personal Relationships

- Create space to openly bring viewpoints without hesitation
- Encourage healthy discussion
- Demonstrate trust and respect
- Take a genuine interest in colleagues and staff
- Celebrate successes and offer support through challenges
- Create psychologically safe spaces (activity ideas & handout)

Transactional versus Transformational Interactions

I am because We are...



4 Stages of Physiological Safety



The Four I's of Transformative Leadership





Leadership Behaviors

Authenticity

“To be yourself in a world that is constantly trying to make you something else is the greatest accomplishment.”

~Ralph Waldo Emerson

5 WAYS TO BE A MORE
AUTHENTIC LEADER

- 1. RETHINK**
“leadership image.”
- 2. INCREASE**
your self-awareness.
- 3. ASSESS**
your values, likes, & dislikes.
- 4. TAKE**
action, but get support.
- 5. WORK**
on effective communication.

Center for Creative Leadership®

Quiz Time...

Our Examples...

Internal Task Teams

Sustainability Team Update



The Sustainability Team has submitted a recycling program that was brought to their attention. The program is called [Trick or Trash](#) and is administered by the City of Centerville. It helps businesses track and reduce their waste.

- The team anticipates receiving a collection of candy wrappers from the community during the Halloween season (October 24-November 5).
- Wrappers will also be collected outside the city limits.
- Wrappers are recycled into plastic pellets.
- At the end of the collection, we would request that the materials be diverted from the landfill.

Safety Team Updates

Sean Kovacs will replace Tim Holtz as the Chair of Safety Team. Thank you for your service on the team, Tim. Sean, thanks for stepping up and taking on the lead role.

"The mission of the CWPD Safety Team is to promote a culture of health and safety by providing training, education and resources for our staff and volunteers."

- First Aid and CPR training. Online portion, due 2/20, in-person skills 2/21-2/23
- In progress:

Individual Recognition

Ginger represented CWPD on the City of Centerville mural selection committee. Voting occurred August 16th. Mural will be installed on south-facing wall of Marion's building at the entrance to the AC. Below is the mural selected by majority vote at the meeting:



HR Software

Hey Team,

We are happy to have [redacted] join us as [redacted] first day is today, so please take the time to say hi and welcome [redacted] to the team.

Get to Know [redacted]

What would you sing at Karaoke night

Take me home tonight - Eddie Money It is a classic and gets the crowd going.

What makes you laugh the most

My son.... he is just starting to crawl and is very funny to watch.

Favorite sport

Everything... sports are a huge part of my life, but football, basketball and baseball are my top three

Favorite pastime

I try to walk my dog a mile every day and I enjoy the time with her. We go no matter the time or weather. I also enjoy working out and spending time with my family.

Favorite type of vacation

Anywhere different that I have not been before. We try to go to a different place each year and enjoy exploring different places.

Hobby

I officiate high school basketball and football and am trying to get into the college game. It is a total escape for me to be on the field or court with the kids on Friday nights, is a great feeling.

Professional Development

Congratulations to Tim Pifer on successfully completing the requirements to become an Ohio Certified Prescribed Fire Manager.
Congratulations to Andy Sandidge for becoming a Certified Playground Safety Inspector.
Congratulations to Kari Truax, Andrea Reed, Kevin Evers, Alyssa Schulte, Keenan McCormick, and Kristen Steinke for becoming certified National Archery in the Schools Instructors.

Staff photos...



Mac Science University, PG



Oak Grove Sunrise, Andy S



Fall Tree Planting, SK



Fall Tree Planting, SK



Mad Science, PG



Fall Tree Planting, SK



Engagement Professional/Personal

Upcoming Staff Engagement

Friday, October 15 – Greene County Parks & Trails Networking Visit. Caesar Ford Park, 11am-1:30pm. Lunch Provided. Hope you can make it!

Monday, November 15 – Mandatory All-Staff Training. Healthy Teams/Collective Purpose training with Annie Frisoli, 10am-4pm.

December, TBD - Holiday Gathering will be during the work day this year. Details coming soon.

Wednesday, January 26 – Diversity, Equity and Inclusion Training

Staff photos...Halloween Guess Who



Betsy Ross

Pink Princess

Right side of pair of dice



Orange M&M

Little Pirate



Baby Clown

Little Clown

CWPD Team Spot Cont.

A Recent Work Moment That Made Your Day!

Ally: Celebrating 9 years (and three summers!) of working at CWPD at Hop & Howl on Saturday! It was a blast and I can't wait to celebrate 30 and 10 years with Judith next year!

Andy S: A work moment that makes my day is getting compliments on the park (OG).

Carrie: Alyssa training Eddy to ring the front bell. So cute!

Chris: I really enjoy seeing volunteers, Denise and Aidan in the office. I'm glad that we can provide meaningful volunteer opportunities for people of all abilities

Denise: Someone stopped in to pick up bike map, moved to area about a year ago. She took the time to say how fortunate they are to have moved somewhere that has so many beautiful parks. The grounds are meticulous, programs options for everyone and when in contact with CWPD staff always smiling, kind and helpful.

Donna: When I received the Fifth Third statement and ALL the purchases had POs and we had all the receipts. J

Ginger: A work moment that made my day recently was the strong showing of support from staff at the volunteer appreciation event.

Grant: I passed my Certified Playground Safety Inspector Exam. That made my day

Jake: Seeing how excited program staff has been with fall events. We have a GREAT line-up this fall and it is always amazing to see the passion that program staff put into each event.

Jason: When we got a compliment about the fields and not a complaint.

Justin: I saw my photo in the program newsletter for the D&D with CWPD

Katy: We went to the movie night and several parents approached me and chatted about their kids being ALL GROWN UP!

Kari: Last week at our archery program, only three participants showed up (bummer), but Jason Riley and I got to jump in and play all the games with them and the participants had a really fun experience. And Jason and I did too J

Ken: When I heard Jeff Senney compliment everyone for how great our parks are and how many times he has people share the same with him.

Kristen: Participating in the Luke 5 Adventures Hike at Bill Yeck, and making the park accessible in a whole new way through this budding partnership.

Leslie: A recent work moment that made your day. Simply joining the CWPD team in an official capacity has made my day/week/month/year!

Nick: Carrie Dittman is creative and hilarious, especially when it comes to signage in the parks. As we work through the wayfinding improvements we constantly run into holding patterns and stopgaps and she has found ways to make the project fun and light with her sense of humor. She suggested the new you are here signs at Bill Yeck Park should show an image of the trail map with a shrug emoji!

Pam: Katy and Steve Stegelin (Cryptids Together comic creator) surprised me with a signed print of Steve's Grassman character. Katy was trying to hold it as a surprise for the Cincinnati Cabinet of Curiosities event, but I found it early (by accident) while packing supplies. It really made my day!

Sean: Watching the leaves change color really warms my heart.

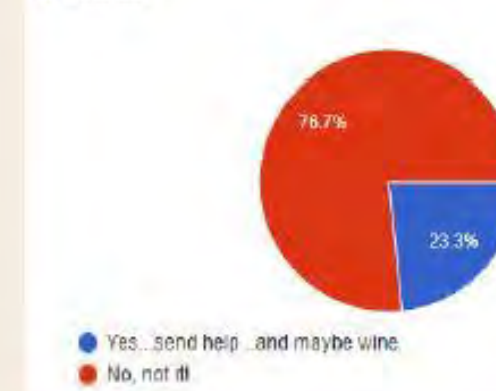
CWPD Team Spot – Turkey Day Survey Results



This was fun!! See where you fell in comparison to others at CWPD!

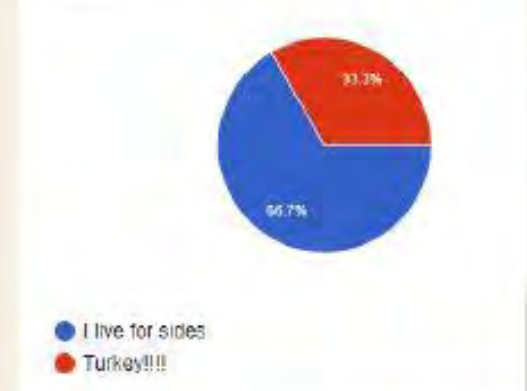
Are you hosting a big feast this year?

30 responses



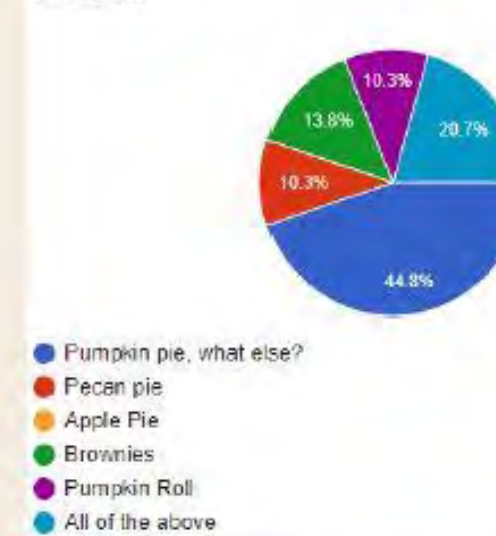
Do you look forward to the Turkey or the Side Dishes?

30 responses



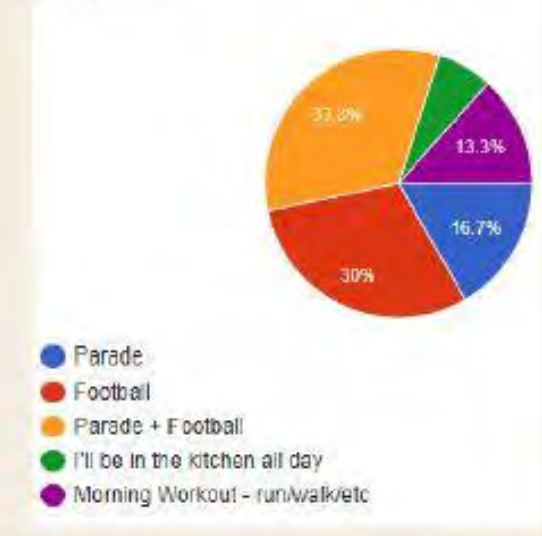
Thanksgiving dessert?

29 responses



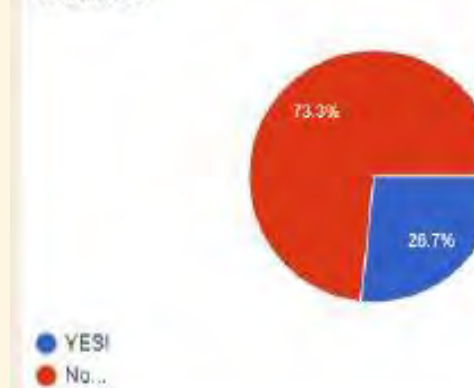
Thanksgiving Day Festivities

30 responses



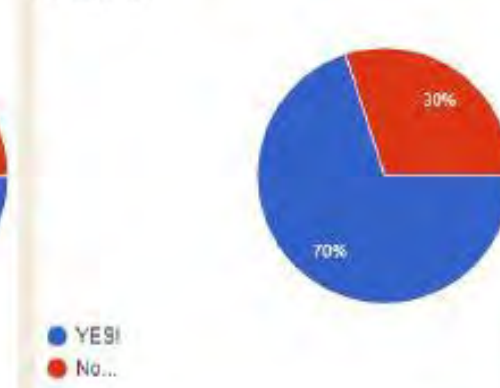
Black Friday Shopper?

30 responses



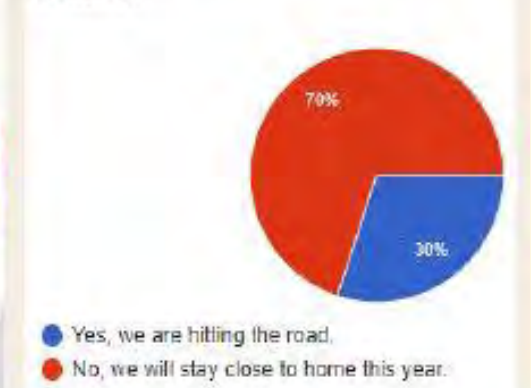
Opting Outside Thanksgiving weekend?

30 responses



Thanksgiving traveler?

30 responses



Staff Pet photos...

Jason's Brutus & Lucy



Doug's Marley



Tim's Here Kitty, Kitty, Kitty



Jake's Oakley



Ally's Jason



Grant's Brutus



Eric's Luna



Ally's Lily Bean



Ginger's Dublin



Andy S. Stormy Buggins



Kan's Ed



Alyssa's Josie



Alyssa's Rena



Pam's Max



Matt's loving memory of Copper



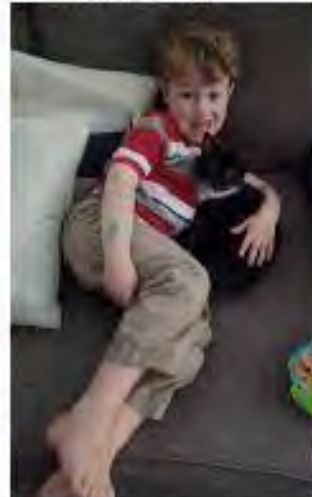
Carrie's Hazel



Ken's strays, Tiger & Smokey



Chris Huff's Tux



Katy & Scott's Minerva French Fry



Kristen's Rocky



Join us for

FOOD TRUCK FRIDAY!
with Claybourne Grille

to celebrate

**CWPD'S GOLD MEDAL
NOMINATION**

ALL STAFF Invited
Lunch Provided

Friday, June 4
From 11:30AM-1:30PM
@ The Smith House

Congratulations Katy and Scott
on the birth of Evelyn!
Sept 1, 2021



More Examples

**Agency
Exchanges**

**Employee
Survey**

**Key Contributor
Awards**

**Resources to
Achieve
Goals**

**Hearing
Everyone in
Meetings**

**Succession
Pathways**

**Frequent
All-Staff
Communication**

**Celebrate
Success**

Resources

- Harvard Business Review
- Center for Creative Leadership
- Accenture
- Deloitte: Workforce Experience by Design

