

Staff Training & In-Services

Setting the stage for an excellent summer season!

You've spent hours recruiting, interviewing and finally hiring what you hope is the best staff possible for your summer programs. Why not ensure they are the best by providing a top notch training or season in-service? If you have limited funds and are unable to pay for outside training or leadership development, look within your agency for assistance, ask for help from fellow professionals or better yet...Utilize your returning/seasoned staff!

To put a new spin on summer training & in-services you can:

- ◆ Use a theme for your training! One of my favorites: "Superheroes" Yes all of your lifeguards, swim staff can **and** are superheroes to the kids they work with!
- ◆ Plan teambuilding activities with staff incentives (free smoothies, cool t-shirt, etc)
- ◆ Plan a summer competition whether its participating in life guard games or having your own home-grown event, staff will enjoy the friendly competition.
- ◆ Emphasize the expectation of strong leaders not only at the pool but in the community. Remind your staff that they are important front-line staff representing the city.
- ◆ Create a kudos board highlighting community comments, staff achievements, etc
- ◆ Create a meet your swim teacher/lifeguard board that highlights the staff's achievements, school/major and years of employment! Parents will appreciate the FAQs and your participants will love the pictures!
- ◆ Invest time in your staff. Schedule time to be at your facility and get to know your staff. Building relationships can create a sense of loyalty and pride in your programs, enhance personnel performance, and reinforce to your staff that they matter to **you** and **your department**.

