

Strategies to Support Teams

- Hold team retreats regularly
- Offer flexible work schedules
- Develop practices/rituals to celebrate successes and accomplishments
- Plan social lunches, picnics, or other offsite gatherings
- Encourage team members to use vacation/comp days in a timely manner
- Institute a staff recognition program
- Encourage individuals to go home early if they've had an unusually tough day
- Provide access to wellness programs and/or exercise equipment
- Have an "open door" policy and be as available as possible
- Allow for an "administrative day" for staff to take work home or put up a "do not disturb" sign to catch up on paperwork
- Develop a buddy system to pair newer staff with senior staff
- Hire support staff to assist with administrative and clerical matters
- Ensure supervisors and workers meet on a regularly scheduled basis
- Provide opportunities for staff development workshops and training
- Process difficult issues – invite outside supportive consultation as needed