



## **MAXIMIZING YOUR RESOURCES IN TOUGH ECONOMIC TIMES**

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Staff, volunteer, and community resources



## **Managing in tough economic times**

**Your primary response to the economic  
downturn has been:**

- Cutting staff/reducing salaries/cutting benefits (24.8%)
- Forming partnerships/merging or collaborating with (16.2%)



## **“Managing” in tough economic times**

**Have you heard this before?**

*“Be thankful you have a job”*

*“I’m just thankful I have a job”*

*“Thankful” employees do not equal “happy”,  
“productive” or even “content” employees.*



## **“Managing” in tough economic times**


Treat your employees better in tough economic times, not worse, and your organization will be rewarded!

**How?**


**We’ve had to cut salaries and benefits!**

**Indiana Nonprofit Resource Network**  
Leaders in Nonprofit Training & Development  
 A Service of Indiana United Way

## Motivate Your Staff



Wages



Benefits

### What is the biggest motivator for staff?

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## Employee Engagement

- Happy and engaged employees are productive employees
- Replacing employees is costly
- Keeping and attracting the best talent
- Employees can be your best or worst advocate
- Good employees don't leave organizations, they leave bad managers. This is most likely the 2<sup>nd</sup> most important relationship in one's life.

Source: Nonprofit Advice 4 Success



## Low Cost Employee Engagement

- Engage one on one (Rounding)

Employee Name	Something you learned personally about the employee	Tell me something that is working well in the organization	Tell me something that could be improved upon in the organization	Do you have the tools or equipment necessary to do your job?	Is there someone in the organization I should be recognizing, why?

Source: StuderGroup



## Pay attention to the little things...

- Limit the negative talk
- Keep people informed
- Model excellent behavior
- Don't burn bridges
- Praise, Praise, Praise



## **Other benefits may be more important than your traditional ones....Be creative!**

Some potentially free benefits:

- Flexibility
- Vacation time
- Work from home
- Varied work hours
- Positive work environment



## **Tap into Volunteer Resources**

- Volunteers are a great way to supplement staff
- **Volunteers can help with things that need to get done, but allow staff to focus on their areas of expertise**
- Make volunteer positions that are meaningful
- **Be sure staff are aware and helpful in training the volunteers.**



## Tap into Community Resources

- Goodwill IMPACT (Indiana Manpower Placement and Comprehensive Training) program
- Other job placement agencies
- Schools (HS or College) for internship opportunities
- ExperienceWorks.org



## Upcoming INRN-North Workshops

**June 27: Implementing & Monitoring Your Strategic Plan**  
Knox, Indiana

**July 11: Volunteer Recruiting, Management, & Recognition**  
Huntington, Indiana

**Aug. 1 – OFBCI/INRN Governors Symposium on Grants...**  
South Bend, Indiana

**Aug. 8 – Share Your Message on a Shoestring...**  
Elkhart, Indiana

*More workshops at [inrn.org](http://inrn.org)*



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