



Tony Koriath Supervisor Academy Human Resources Overview

Every day, supervisors plant seeds. These seeds sprout (enhance) trust, engagement, psychological safety, accountability, employee growth, and organizational success.

What (Who) are you helping grow?

 Seeds of a THRIVING Culture	 How We Water the Seed
TRUST – Built by consistency, care and example	BE PRESENT and intentional
RESPECT – Treat others with dignity	SEEK first to understand
ENGAGE – Take action to help employees know (see) they matter	ACT on what you discover
ACCOUNTABILITY – Growth requires responsibility	FOLLOW THROUGH with transparency and example
PSYCHOLOGICAL SAFETY – Safe to contribute and learn by asking questions	BE CURIOUS asking further questions for clarification and understanding

What does it feel like to work for me?

- Do employees feel valued?
- Do employees trust me?
- Do employees feel safe speaking honestly?
- Am I growing people or simply managing tasks?
- What behaviors am I allowing that shape our culture?
- What seeds am I planting through my words, actions, and example?
- Am I taking the **TIME** (Take Intentional Moments to Engage) with each of my employees for their development/growth?

Reminders

- ✓ Employees are people before they are employees.
- ✓ Trust takes time to build and moments to damage.
- ✓ Ignoring behavior is often perceived as allowing behavior.
- ✓ Feedback should help people grow.
- ✓ Culture grows whether you intentionally guide it or not.
- ✓ Employees may forget policies, but they rarely forget how they were treated.
- ✓ Partner with HR on any questions/opportunities you have regarding employee direction and growth

Final Thoughts

Workplace culture is a living organism and will grow with or without our involvement. As supervisors, we get to take the TIME to

- Build Trust
- Protect the Organization
- Grow Your Employees

“If you hire people just because they can do a job, they’ll work for your money. But if you hire people who believe what you believe, they’ll work for you with blood and sweat and tears.” **Simon Sinek**