

Magnolia Nursing & Rehab

The top 10 reasons to be a part of our team!

1. 97% of our team recommend working here!
2. We check pay & benefits annually to make certain your compensation is competitive!
3. Since 2018 we've paid out over \$_____ in tuition reimbursement.
4. The average tenure of a team member here is 15 years.
5. 95% of residents/families think our care is terrific!
6. We're rated one of the best places to work in this county!

Manners matter.

Hiring process

Job description

Conversation

Right ?s

Hiring process

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Conversation

Right ?s

Your story

Introductions/tour

Finish strong

- Thanks for their time.
- Gas/bus reimbursement
- Cell number
- Walk to door
- Follow-up



Staff stability is about 5 things.

Ease in finding you & applying.

Outreach messages that resonate.

Positive 1st impressions.

Fast assimilation.



Personal greeting



Social inclusions



Prioritize mandatories.



Orient



On-board



Assimilate



Be clear about expectations



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**Outreach
messages
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**Positive 1st
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**Fast
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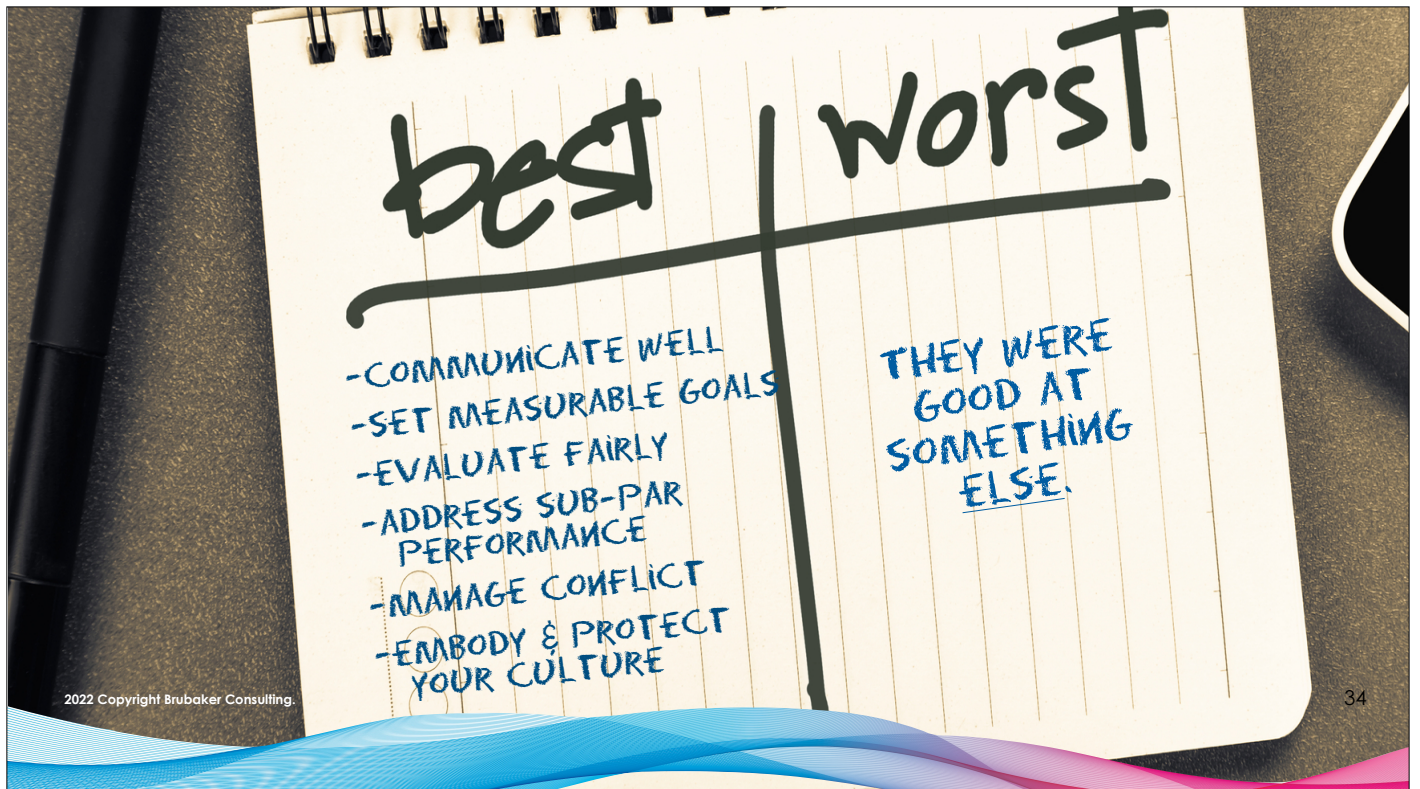
**Ongoing
positive
engagement.**

**Coaching = competence &
confidence.**

Invest in managers' skill sets.

STUDY:
'Impact of negative employee engagement'.

One out of 2 senior care staff have left a job to get away from their manager and improve their overall life.





SUCCESS

- Knowing what staff value as reward
- Protecting your 'stars'
- Creating parity in weekends/holidays
- Doing annual compensation & employee engagement surveys
- Your recognition that transparency is trust

Thanks for joining me.
Stay well, stay safe.