

SUSTAINABLE STAFFING

Jason Hadavi
City of Austin



Image: The 6Q Blog



Image: Stanford University, Cardinal At Work Manager Toolkit



Image: Willory Staffing and Consulting for HR and Payroll

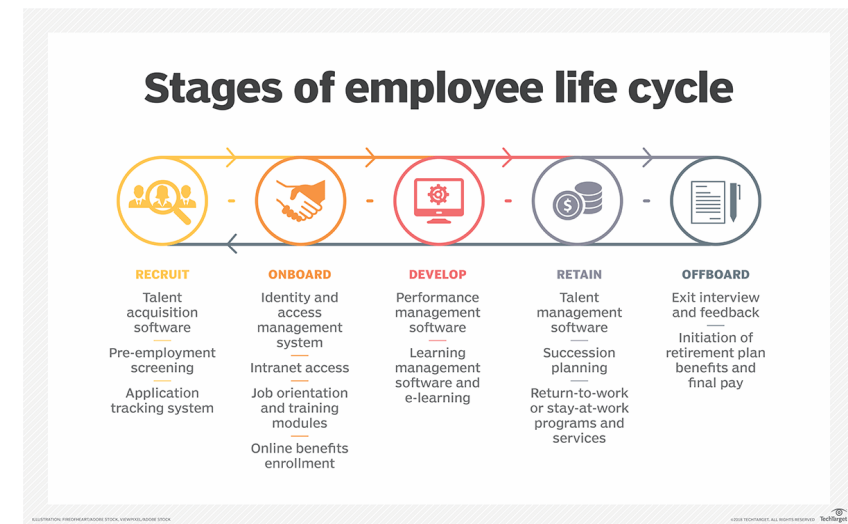
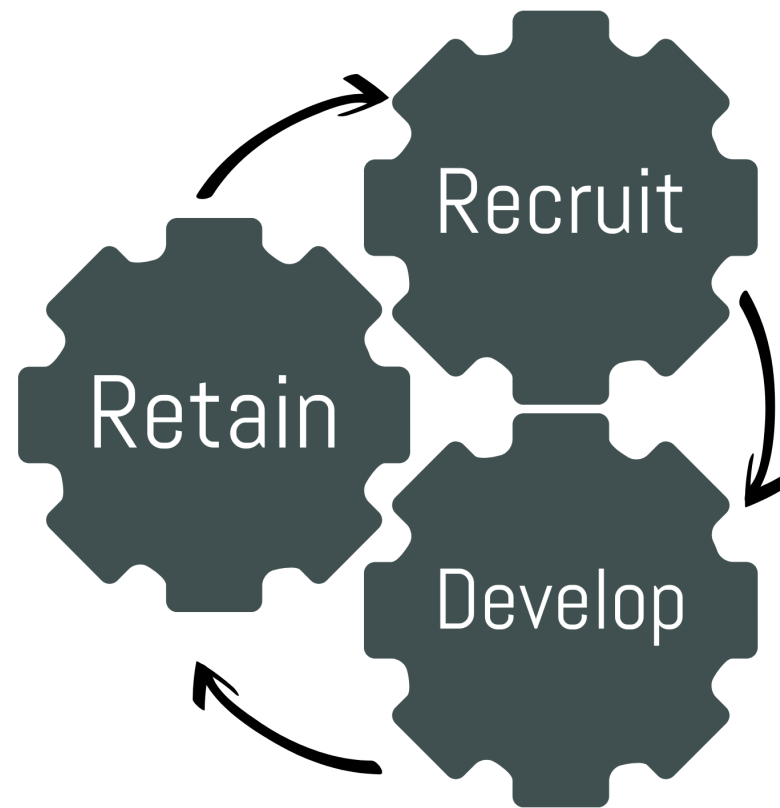
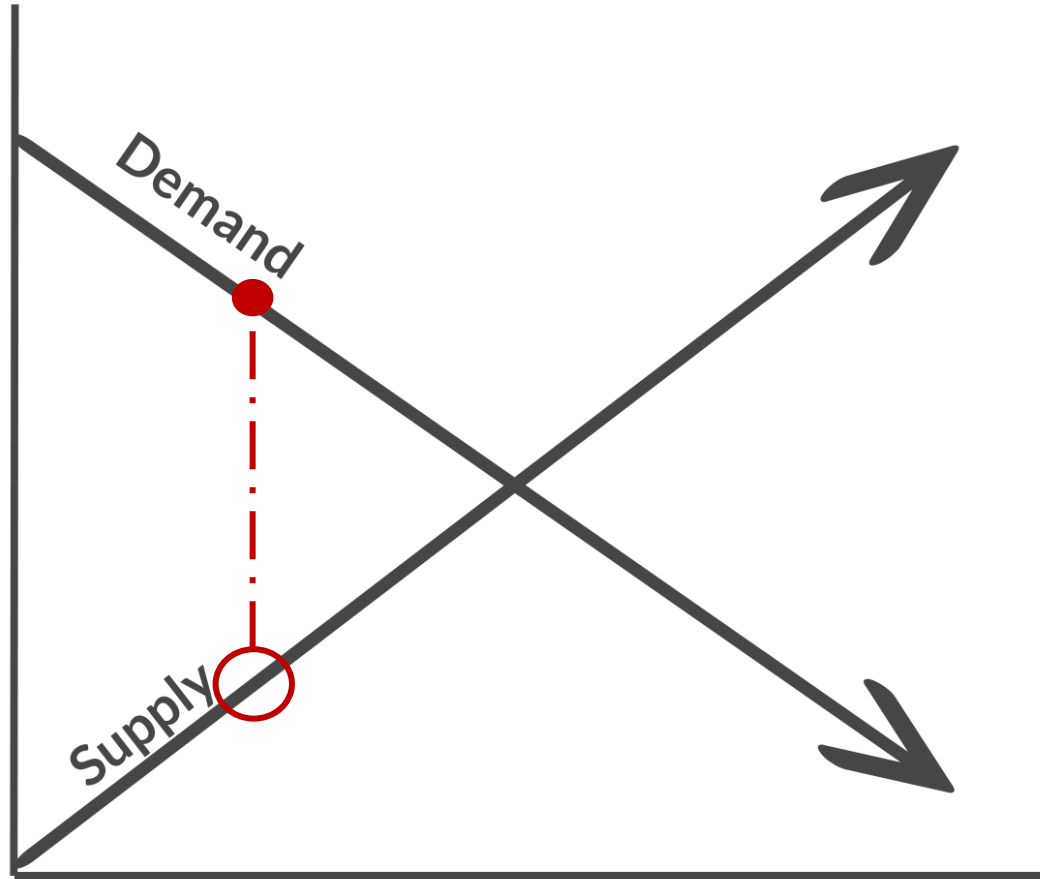


Image: TechTarget





RECRUIT

*There's
Strength in
Numbers*

RECRUIT

AUSTIN
AUDITOR



Pillars of Success



Select Topics That Matter



Perform Quality Work



Use Resources Efficiently



Be A Place People Want To Work

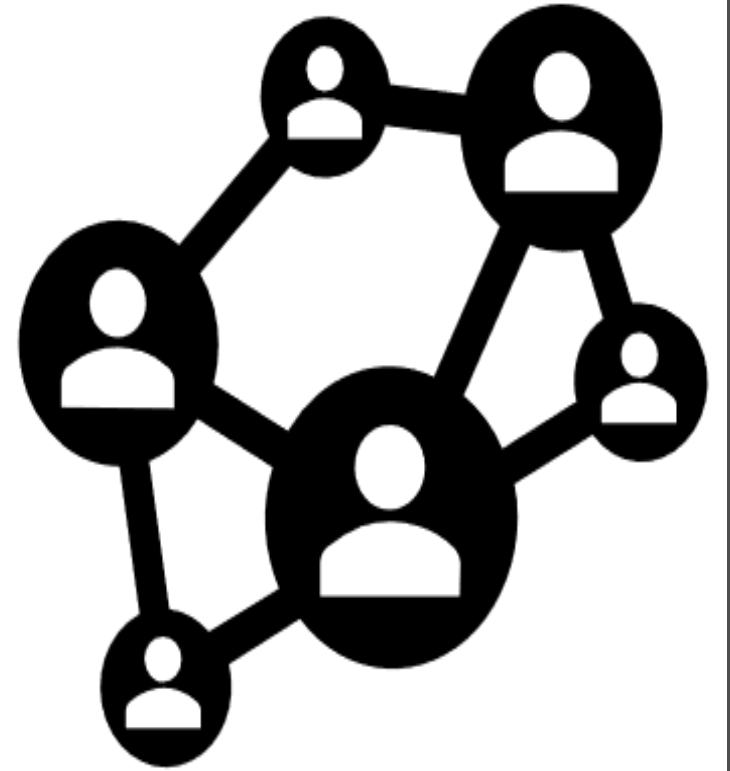
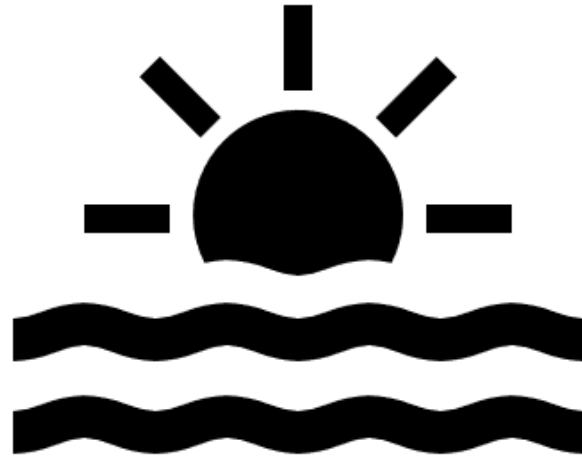
RECRUIT

HIRE FOR
CHARACTER

TRAIN FOR
COMPETENCE

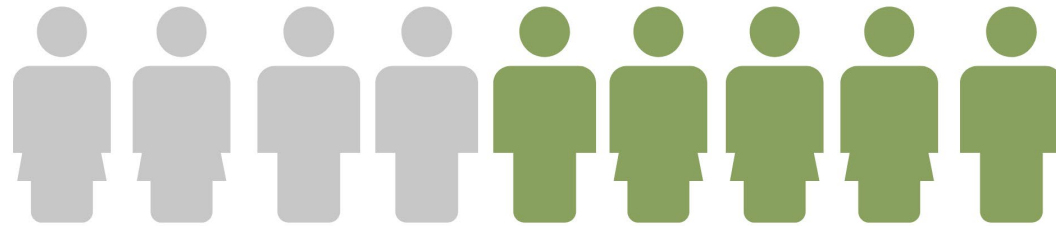
HELLO
My Name Is

INTERN
I might work for free



RECRUIT

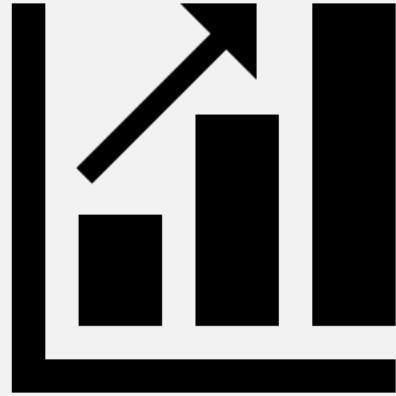
New Hires
Nov '15 – Mar '19



PEER PRACTICES

RECRUIT

Play to Your Strengths



DEVELOP

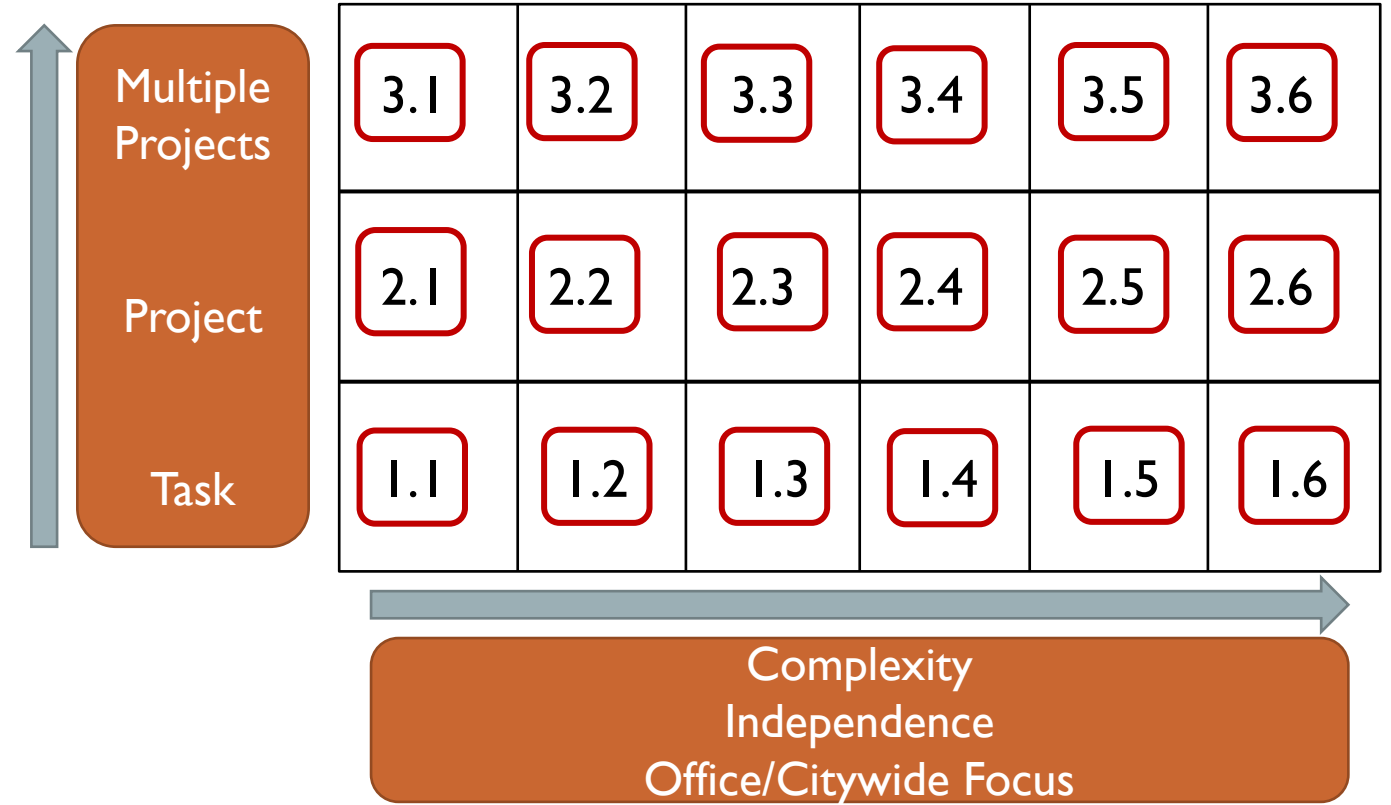
GROWING OR GOING

DEVELOP

OCA ACADEMY



DEVELOP

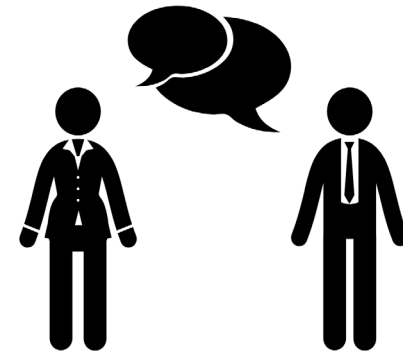


DEVELOP

Empower



Feedback



PEER PRACTICES

DEVELOP

RETAIN



Adequacy of Resources

All Employees Valued

Basic Trust

20 Benefits

Computer Info Systems

Ethics

Feeling Like Efforts Count

Feeling Like Opinions Count

Having a Career With Org

Job Meets Expectations

Knowledge of Issues Impacting Org

Knowledge of How Work Impacts Others

Open and Honest Communication

Opportunities to Give Feedback

Participation in Goal Setting

16 Pay

Safety of Employees

Sense of Pride

11 Supervisor Recognition

Workplace Maintenance

14 Adequacy of Resources

5 All Employees Valued

8 Basic Trust

20 Benefits

18 Computer Info Systems

13 Ethics

4 Feeling Like Efforts Count

7 Feeling Like Opinions Count

2 Having a Career With Org

1 Job Meets Expectations

19 Knowledge of Issues Impacting Org

17 Knowledge of How Work Impacts Others

6 Open and Honest Communication

10 Opportunities to Give Feedback

9 Participation in Goal Setting

16 Pay

15 Safety of Employees

3 Sense of Pride

11 Supervisor Recognition

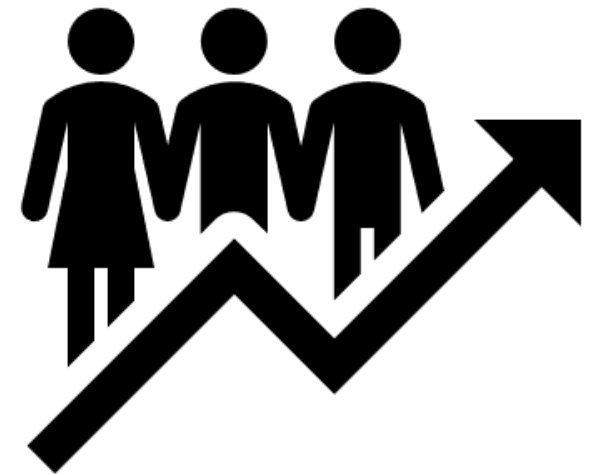
12 Workplace Maintenance

- 1) Job Meets Expectations
- 2) Having a Career with the Organization
- 3) Sense of Pride
- 4) Feeling Like Efforts Count
- 5) All Employees Valued

RETAIN



RETAIN



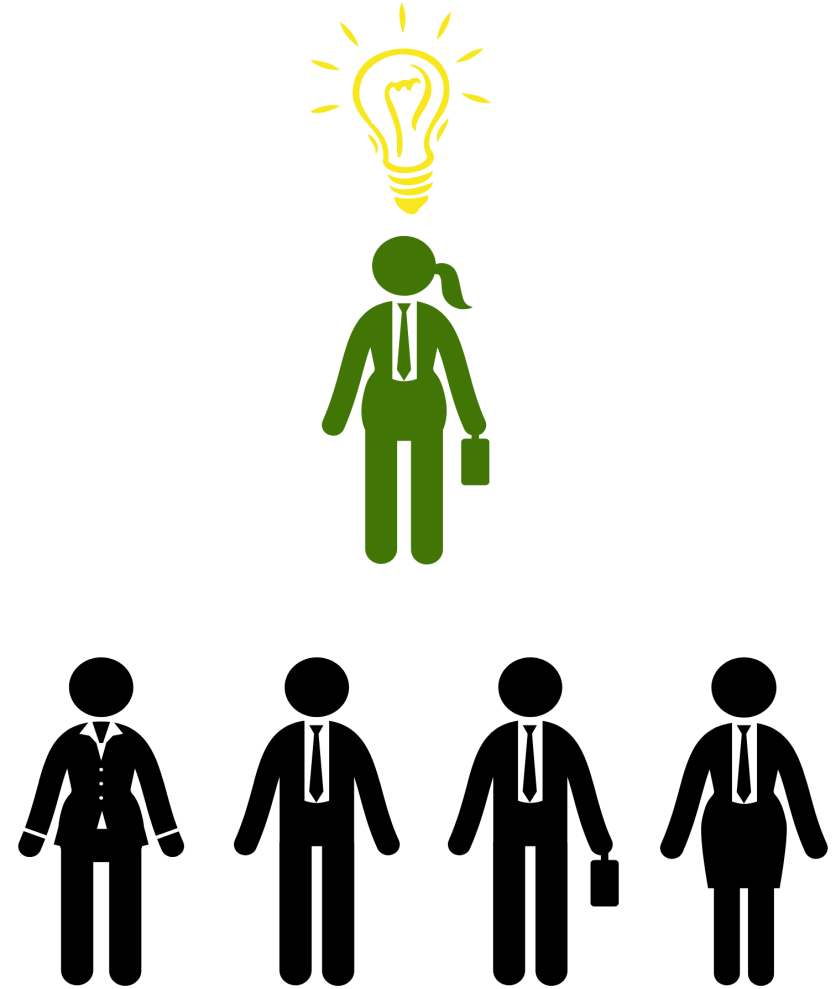


RETAIN

*Culture Eats Strategy
for Breakfast*

RETAIN

*Inspirational
Leader*



RETAIN

PEER
PRACTICES

SUSTAINABLE STAFFING

jason.Hadavi@austintexas.gov

512.974.2469