

2011 MORRY STEIN FALL MANAGEMENT CONFERENCE SCHEDULE

Thursday November 10, 2011

Clinton Inn, 145 Dean Drive, Tenafly, NJ



This year's conference will focus on motivating your staff to bring your business to the next level. The conference will feature expert speakers and consultants from outside the Camp industry who will share best practices to help improve the management and motivation of your staff. Several sessions will be offered at the same time, so this is a wonderful opportunity to bring multiple staff members from your organization to maximize your learning from the conference.

11:00 - 11:15am Registration Check In
11:15 - 11:30am Welcome and Tribute to Morry Stein

11:30am - 12:15pm Keynote Speaker

Beyond the Paycheck - Creating Highly Motivated Employees

You know you have a talented group of people working for you, but much of this talent is wasted – and expensive – if you cannot raise the bar and motivate them to produce their best for you each and every day. When people feel inspired to live up to their full potential, businesses thrive – but how can you possibly accomplish that with a seasonal workforce? Hint: It's not about pay! Growth Coach Mark Green will review the latest research on motivation and engagement, demonstrate 3 themes inherent to motivating people, and outline 8 steps you must take to help your people live up to their full potential.

Mark Green, [Performance Dynamics](#)

12:15 - 1:15pm Lunch and Awards

1:30 - 2:30pm Breakouts

Creating a Culture of Recognition: Success through Appreciation

A motivational leader ensures that employees complete their tasks because they want to, not because they have to. Positive and constructive recognition of behaviors and outcomes is one of the most powerful, and least expensive, tactics to motivate employees in the right direction. The best managers deliver individually adjusted communication, recognition, appreciation, and rewards. With the skills to give effective and meaningful feedback, you can create a culture of recognition where employees are willing and able to take ownership of team and camp needs.

Attendees will learn:

1. The difference between, and value of, formal and informal recognition
2. How to adapt recognition style for the highest impact
3. Informative real-world tools and tactics
4. To deliver recognition that promotes and manages employee performance
5. To apply motivational techniques that challenge, empower, and inspire employees to cultivate this culture of recognition

Chason Hecht, [Retensa](#)

A+B+C=Wow! Using Total Rewards to Your Strategic Advantage

No longer an unusual concept, all types of organizations use total rewards to attain Human Capital goals. During this session, we'll explore what total rewards is, programs that comprise total rewards, and how to effectively communicate total rewards. We'll also examine how to use total rewards to attendees' strategic advantages when competing for talent. Attendees will come away with concrete action items for immediate use and longer term food for thought.

Jennifer Loftus, [Astron Solutions](#)

Using Traditions and Core Ideologies to Improve Alignment

Have a few rules, repeat yourself a lot, and act in ways that are consistent with the rules. Whether you're providing your own children with a good moral foundation or providing your camp with a strong cultural foundation, these 3 simple – but often difficult to implement - steps work! The research is irrefutable that a strong culture leads to superior performance, higher employee retention, and a better-aligned organization. And all of that means happier campers! Join Growth Coach Mark Green in this fast-paced session to learn how to clarify your core ideologies and then bring them to life – simply and easily - in your organization.

Mark Green, [Performance Dynamics](#)

2:30 - 2:45pm Snack Break, Sponsored by Ripley's Believe it or Not! Museum

2:45 - 3:45pm Breakouts

Increasing Employee Retention

Few events disrupt deadlines, slow growth, and impact morale as much as losing camp staff. Employee turnover affects everyone in the organization. However, it is often addressed only when too late. Individuals quit after a series of breakdowns in the Employee Life-Cycle. How do they occur in recruiting, hiring, and managing staff at your camp? This program explores the barriers managers face while meeting deadlines, reducing costs, and ensuring the long-term performance of their key employees. Retensa will provide the insights into retaining staff for mutual success and increasing the chances that they will return.

Attendees will learn:

1. The real cost of employee turnover
2. How staff retention occurs and why most retention strategies fail
3. The foundations of employee retention at every level and any position
4. Why employees Join, Stay, Leave, and return to your Camp

Chason Hecht, [Retensa](#)

Motivating Employees in Stressful work Environments

There is no argument that today's work environment has become more stressful with the reduction of resources and tools for employees to work with in reaction to the downsized economy. Often managers forget the fact that most employees want to do well in their jobs but that these same employees need encouragement and recognition from their managers along the way. This session will first review how NOT to be an effective motivational manager and then explore proven tools and processes to become a better motivational team leader and manager in today's pressured backed world. Focus of the session will be from the book "More than a Minute: How to be an Effective Leader and Manager in Today's Changing World" by Holly Green

(www.morethanaminute.com)

Mike Maciekowich, [Astron Solutions](#)

You're okay. I'm Perfect'. The Secrets to Motivating and Managing Gen Y/Zers

This workshop will help you understand the mindset of your twenty and early thirty-something employees. They're not lazy. They're not even over entitled. But they are exacting, demanding and have a consumer-approach to employment that you need to 'get' if you're going to capitalize on the many strengths they bring to the workforce. Unfortunately with this demographic the onus is on you to adapt to their style because they grew up in a world that has told them they're perfect since they were born. It's challenging for sure. But when properly motivated and managed, they will make the kinds of contributions that will exponentially and positively change the way you do business. And you'll no longer want to kill them in the process!

Scott McGrath, [4squaregroup](#)

4:00-4:45 Wrap Up

Putting Today's Learning into Day Camp / Putting Today's Learning into Resident Camp
EPIC Roundtable with Camp Directors

5:00-7:00pm Networking at the Palmer's Crossing Bar (located in the hotel)

5:15 - 8:30pm VOCE Dinner at Solaia Restaurant (22 North Van Brunt St, Englewood, NJ)