EMPLOYEE CENTERED MANAGEMENT
PRESENTED BY: LARRY WENGER, MSW
MARCH 10, 2015

NJAMHAA CONFERENCE ROOM
3575 QUAKERBRIDGE ROAD
MERCERVILLE, NJ 08619
**Session Description:**
Fundamentally, this course asks participants to consider an upside down version of the usual set of management priorities in a human service organization. For 100 years, we have allocated all available resources to the needs of the clients and we will suggest that in order to be sustainable today, agencies must look at meeting the needs of employees first and then relying on them to meet the needs of clients.

In this course, we will look at the changing American workplace; why it’s changing and what to do about it. We will examine the cost of a lack of employee engagement, as well as the benefits accrued by agencies when employees are fully engaged. Finally, the course will examine 20 specific strategies designed to help agencies assist employees with job stress, low wages and declining benefits. There will be opportunities for participants to discuss these various strategies and rehearse their actual implementation.

**Learning Objectives:**
1. Assimilate why it is important for managers to learn to take care of employees.
2. Describe specific strategies that will enable employees to perform at the highest level.
3. Outline a plan of action to help employees experience greater workplace satisfaction.

**Topic Area:** Human Resources; Employee Motivation

**Target Audience:** Front line supervisors, middle managers, senior leaders.

**Target Practice Level:** Beginner, Intermediate and Advanced

**Fees:**
- NJAMHAA Member: $99 per person
- Non-Member: $174 per person

Register online!
Visit www.njamhaa.org/events for more details or contact Michelle Bozikova at 609-838-5488 ext. 218 or mbozikova@njamhaa.org.

**Continuing Education Units**
*Please contact Michelle Bozikova at 609-838-5488 ext. 218 or mbozikova@njamhaa.org for information about continuing education units for social workers.*
Session Outline:

9:30 am – 9:45 am
What is Employee Centered Management?
(15 min)

9:45 am – 10:15 am
Change in Social Services (30 min)

10:15 am – 10:45 am
Nine Management Challenges We Need to Overcome (30 min)

10:45 am – 10:55 am
Break (10 min)

10:55 am – 11:15 am
Organizational Power (20 min)

11:15 am – 11:35 am
Innovation and Problem Solving (20 min)

11:35 am – 11:55 pm
Hiring the Right People (20 min)

11:55 am – 12:30 pm
Lunch (35 min)

12:30 pm – 12:55 pm
Performance Improvement (25 min)

12:55 pm – 1:15 pm
Personal Relationships (20 min)

1:15 pm – 1:40 pm
Work/Life Balance (25 min)

1:40 pm – 2:00 pm
Blame (20 min)

2:00 pm – 2:10 pm
Break (10 min)

2:10 pm – 2:45 pm
Trust/ Communication/Listening (35 min)

2:45 pm – 3:15 pm
Break out Group Activities (30 min)

3:15 pm – 3:30 pm
Summary and Feedback (15 min)

Meet the Presenter:

Larry is a graduate of the University of Kansas School of Social Work. Over the years, he has held a variety of leadership positions in social services. He has led organizations providing child welfare services, programs for persons with disabilities and organizations providing behavioral health services, as well as juvenile justice and corrections.

Until 2005, Larry was Associate Executive Director of Catholic Charities, Diocese of Metuchen, a $50 million organization with a variety of social service programs operating over four counties in central New Jersey. Prior to that, he was Director of Program Development for Covenant House in New York where he coordinated efforts to establish programs for runaway and homeless youth in Toronto, Houston, Ft. Lauderdale, New Orleans, Boston and Guatemala.

Larry lives in Newtown, PA with his wife Diane and daughter Kristi. He has two other children and four grandchildren. He is an avid builder and sailor of boats and a licensed amateur radio operator. He is active in the community as: a member of the Board of Directors for the Wordsworth Academy of Philadelphia, PA.; the Lower Bucks Chamber of Commerce; and the Suburban Networking Group. He also serves as chairman of the Administrative Council of the Trinity United Methodist Church of Ewing, NJ.
NJAMHAA Terms & Conditions and Cancellation Policy

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Payment Information and Insufficient Funds: Online payments may be made in the form of a Visa or MasterCard. Checks are also accepted, made payable to “NJAMHAA” and mailed to 3575 Quakerbridge Road, Suite 102, Mercerville, NJ 08619. If a credit card is declined for any reason, a $15 fee will be applied to your invoice and be required as payment. If a check is returned by the bank due to insufficient funds, a $35 fee will be applied to your invoice and required as payment. Individuals holding outstanding balances will be ineligible to attend future NJAMHAA conferences or trainings until the outstanding balances are paid in full. Each individual with an outstanding balance that has been carried for more than 30 days will incur a $25 late fee, which will be applied to the invoice and required as payment.

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