

# Management tips from George Young

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Summer is just around the corner.....

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*Ways you can help your staff to be successful:*

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1. Establish mentors - pair experienced staff with the new staff members. A great employee most likely had a great mentor.
2. Staff manuals - A well-balanced manual for each aspect of the pool is needed. A manual for the administration, a manual for the lifeguards, a manual for the swim instructors, a manual for the maintenance..... Remember the manual should be the official documents that guides your organization.
3. Give responsibilities - Allow experienced staff members the opportunity to take on tasks. Give them a chance to take pride and establish themselves with self-confidence.
4. Display accomplishments - Big or small, we all like to hear "Good Job!"
5. Know the staff's strength and weaknesses - Know what the staff does good and what the staff needs to improve on.
6. For the younger staff get to know the parents of the staff - If you have staff where this is the first aquatic job or maybe even a staff where the parents are very active in the young adult's life bring the parents on board to reinforce and understand the goals and responsibilities of their job. A happy family will make a happy staff member.
7. Play games - most lifeguards/swim instructors are very competitive. Play games that reinforce lifesaving skills. Make training fun and use games when all possible.

More to come... as we get closer to the summer!!