



LOTUS HOUSE TIPS TO MAKE YOUR TEAM STRONGER

Lotus House where hope blossoms
sundari foundation, inc.

ALUMNI TEAM MEMBERS

36% of the team members at Lotus House are made up of alumni and they play an indispensable role in the foundation's daily operations! Offered to all alumni are professional trainings that provide team members with work force etiquette, attire, expectations and technical expertise.

A Mental Health Certification is also offered to alumni team members to help them identify when someone is having a mental health crisis, and how to approach an individual who may be undergoing a crisis. In addition, Lotus House provides alumni with Certified Behavioral Health Technician training to assist counselors and the therapy team, creating pathways to a potential interest in clinical studies.

Lotus House has also established four departments – Farm, Culinary, Operations, Thrift – suited for onboarding interns who are current guests of the program. Most guests do not have extensive work experience and this opportunity allows them to learn and enhance skills and successfully receive certifications to work on a full-time basis. Most interns graduate from the program and work full-time at Lotus House as alumni team members.



RETENTION

To ensure sustainability, retention strategies must be implemented to promote team member satisfaction, increase motivation and decrease turnover. Talented and engaged team members are key to the success and prosperity of any organization. Implementing a comprehensive plan of action will retain and attract team members and reduce turnover costs. At Lotus House, we have implemented various strategies to sustain and increase team member retention. Below is a list of strategies conducted by Lotus House for team member retention:

- Competitive Salary and Paid Time Off – Living Wage is a must!
- Free Medical, Dental, and Vision Insurance
- Two Weeks Vacation, Plus 3 Floating Holidays
- Paid Holidays Include: New Years Day; Memorial Day, Juneteenth, Fourth of July, Thanksgiving; Christmas Day
- 5 PTO Personal Days plus An Additional 5 days PTO For Wellness Days
- Two Additional Work Days for Team Members who Work on Holidays
- Promote An All-Inclusive and Welcoming Work Environment
- Flexible Work Schedules
- Paid Maternity Leave
- Concise And Interactive Onboarding Process to Create a Positive Start
- Exit Interview to Encourage Feedback on Workplace Experience For Future Team Members
- Connect Team Members With Retirement Sources
- Positive Reinforcement to Encourage Continued Work Efforts
- Provide Educational Resources for Alumni Team Members

TRAININGS

Investing in team trainings is a sure way to support and uplift your team, improve standards of care, optimize efficiency and assist your team members in developing and enhancing the necessary skills and strategies to create a trauma informed, safe and efficient environment as well as maximize productivity.

To ensure an organization's smooth operation, all team members should be trained and well versed in the organization's policies and procedures, guidelines, and requirements. In addition, trainings such as stress-reduction and mindfulness provide mental health and wellness support to team members and reflect your commitment to their personal wellbeing and self care. Below is a list of trainings provided by Lotus House for team members:

- Annual Deaf & Hard of Hearing Training
- Annual Transportation Training
- Annual Safety Training
- Annual Counseling & RC Guidelines (select departments)
- Weekly American Sign Language Training
- Annual Technology Training (select team members)
- Professional Development Training for Alumni Team Members
- Leadership Training to Support Supervisors in Their Role
- Peer Specialist Certification for Alumni Team Members
- Certified Behavioral Health Technician (CBHT) for Alumni Team Members
- Onboarding Orientation and Training
- Biennial Crisis Prevention Intervention
- Biennial CPR Training
- Mindfulness Based Stress Reduction Training/Retreat
- Annual Disaster and Emergency Preparedness and Continuity of Operations Training
- Annual Zero Tolerance for Abuse Training
- Annual Diversity and Inclusivity Training
- Annual Employment Manual and Sexual Harassment Training
- Annual Organizational Policies & Procedures Training
- Annual HIPAA Training



TEAM BUILDING ACTIVITIES

Team activities are an important way of fostering relationships between team members. Our goal is to make sure that our team feels appreciated and connected. Team building exercises, events and celebrations, team appreciation days are an excellent way to connect and show gratitude and recognition for all of their dedication and hard work.

- Team Building Exercises
 - Ceramics
 - Tie-Dye
 - Jewelry making
- Team Appreciation
 - Ice Cream Social
 - Pizza Parties
- Monthly Birthday Celebration
 - Cake & Ice Cream
- Holiday Events
 - Door decorating contests
 - Fashion shows
 - Special all team dinners for holidays
 - Halloween costume contests
 - Holiday Party - "Ugly Sweater Contest"
- End of Year Holiday Gifts
 - Jean jackets
 - Sweaters
 - Patches & Pins
 - Personal beverage containers/coffee cups
 - Gift certificates/raffles
 - Secret santa exchanges

