

PARTNER Huddle Series



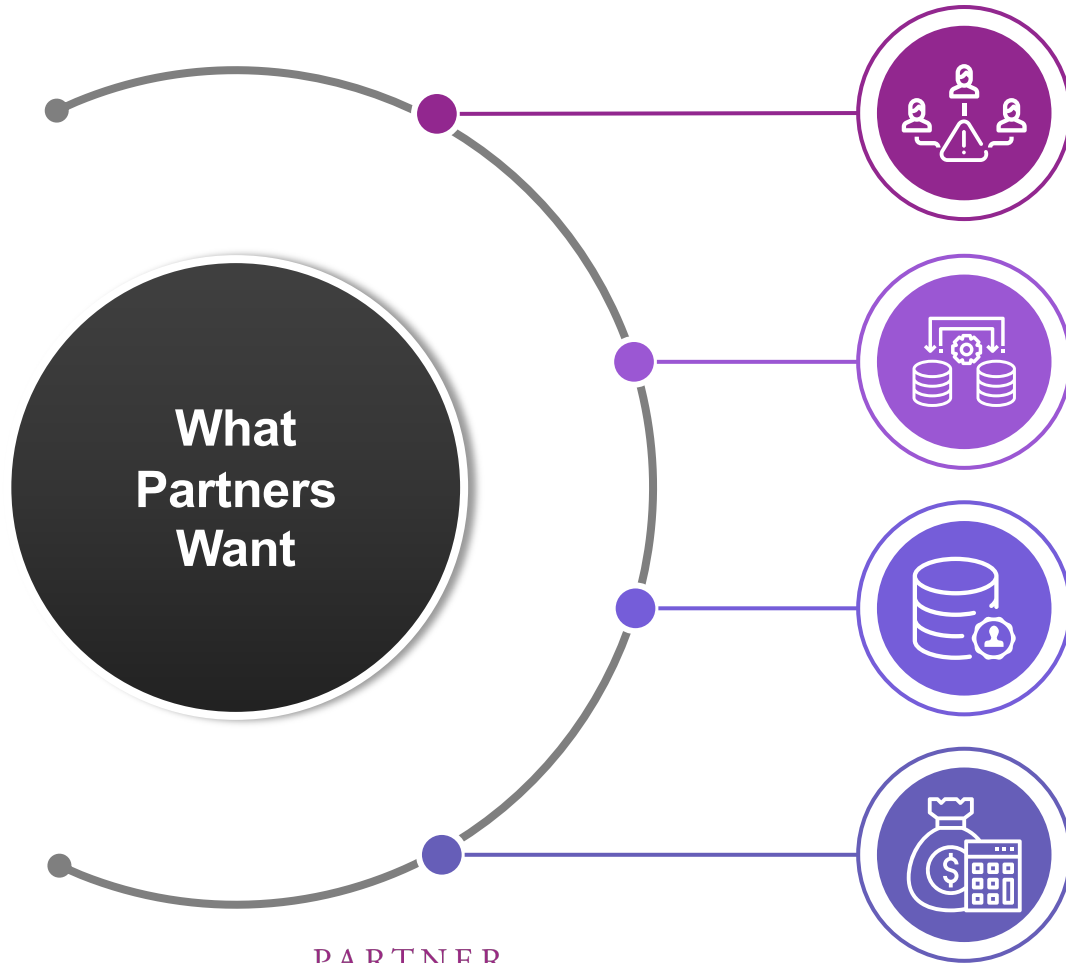
Manager Training
Trimester Session 3 September-December 2023

Your Important Role as Huddle Facilitator - Five Best Practices



1. See yourself as the owner of your area's culture and use Huddles as a way to build the culture you want and need.
2. Partners are looking for ways to feel connected. Be that manager who offers authentic leadership and a personal connection. (It's ok to be yourself).
3. WOW your people by preparing for each Huddle ahead of time to optimize your delivery.
4. Use energy, excitement, dramatic pauses, emotion, humor and personal stories to embellish your Huddles.
5. Challenge your people to practice the skills weekly from each Huddle.

Flashback: The Work Environment Partners Want



A Sense of Belonging

Our culture emphasizes the importance of having friendships and relationships at work.

An Opportunity to Learn

Our culture supports on-the-job learning as well as educational opportunities and scholarships.

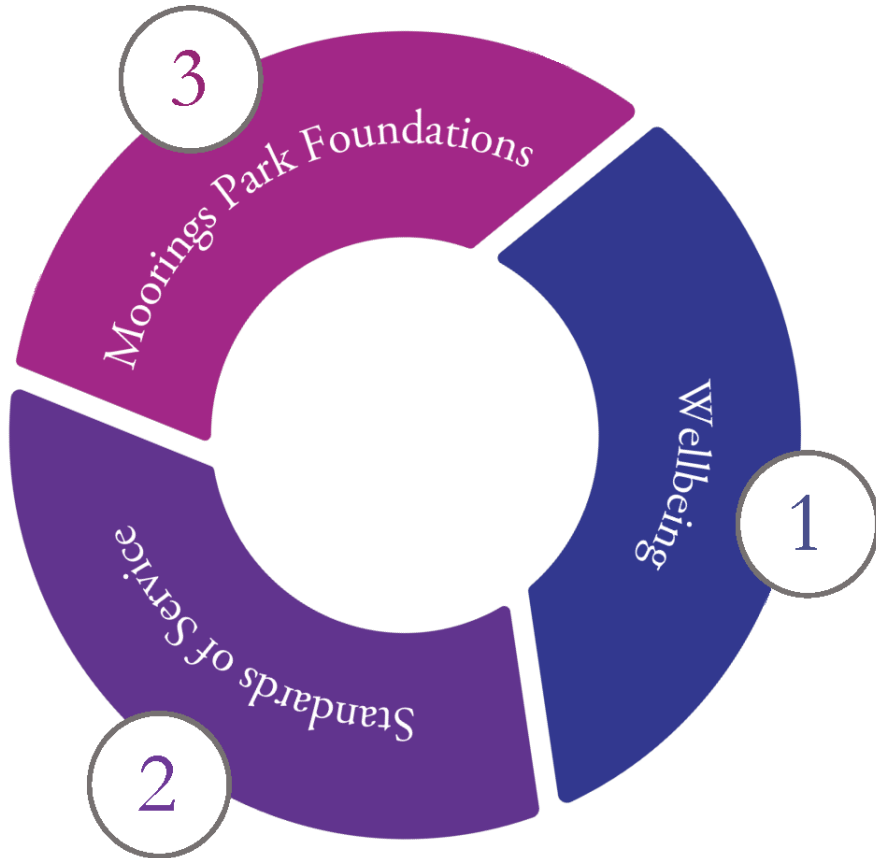
An Organization that Shows Care and Concern

Our culture fosters an equal emphasis on care for all members of the Moorings Park family.

Trust and Confidence on Organizational Leadership

Partners want to feel pride and confidence in our leadership.

Trimester Huddle Series



- 1
February
March
April
- 2
May
June
July
August
- 3
September
October
November
December

In response to the survey, we have created a three-trimester learning format for Partner Huddles

PARTNER
Huddle Series

October Opportunity: Update on the Video Competition

- Make sure you tell your people about the competition to win a pizza party!
- Create a short video using your phone showcasing discussions or sharing a topic.
- Submit your video to mphr@mooringspark.org.

Fall Huddle Quote Competition Opportunity!

Compete during the October Huddles

You are invited to submit a quote from your October Huddles highlighting something your partners said that made your day, was remarkable in some way, or was an amazing moment shared with other partners.

A winning quote will be selected, and the winning manager will receive a pizza party for their partners!

Directions and Contest Rules

1. Review the available Huddle contest dates below.
2. During the questioning or discussion phases of your Huddle, consider if a partner made an amazing comment worth sharing. Ask that partner that if you can videotape a repeat of the comment and use your phone to record up to one-two minutes.
3. Send your completed video to mphr@mooringspark.org with the subject line “October Huddle Quote Video Competition Attached.”
4. **Be sure to check in with HR** if you have not heard who won in each month!
5. Submit video's from any or all of your October Huddles!

Good luck! Don't forget to send your completed video to: mphr@mooringspark.org!

Huddle Feature Reminder

We have added
an editable field
for your
announcements



 <p>WEEK OF 4.02.2023</p>		 <p>PARTNER Huddle Series</p>	
THIS WEEK'S Huddle Topic		Learn All About Social Wellness from the Roadmap to Wellness	
Activity		<ol style="list-style-type: none">1. Say: "We are going to play a game called <i>Connections</i>. Start by taking one of these handouts and a pen," (pass out handouts and pens).2. Say: "Your job is to find people who share something in common with you. This handout has three columns - on the left column it tells you what to share, the middle column lets you add the common thing you share, and the right column lets you write the person's name. Try to move quickly around the group and connect with as many different people as possible."3. Say: "Any questions?... Go!"4. Allow 5-10 minutes for people to stand up and connect with others to complete their form. They can keep their form once done.5. Before the end of 5-10 minutes, say "One minute remaining!"6. Ask: (At the end of the activity) "Did you learn anything new about your other partners? How important is it for you to feel connected to others here?"	
PREPARATION TIPS Read through the Huddle before facilitating.			
Huddle Content		<p>Social wellness is the fourth stop on the Moorings Park Roadmap to Wellness and focuses on establishing connections with others and supporting harmony in relationships. Here are five tips to make sure you feel connected here and in your own community at home:</p> <ul style="list-style-type: none">✓ Spend time connecting with residents, partners, family, and friends here at Moorings Park.✓ Share your talents and skills with others here.✓ Get involved as a team member and build teamwork.✓ Contribute to your community/consider volunteering in your community.✓ Make sure you have work friends - make friends here to create a support network.	
Culture Connection		<p>The Moorings Park Mission is: "To provide <i>Simply the Best</i>® facilities and services for successful aging with professional and compassionate care to each person we serve." How does our mission motivate you to create connections here?</p>	
Announcements		March is Women's History Month and National Nutrition Month	
Quote		purpose and meaning to our lives, and without it there is suffering." — <i>Brené Brown</i>	
WOW Moment		successful aging	
		<p>This QR code will take you to the Partner Huddle Resource Page to get more information and resources on this Huddle and all additional Huddles.</p> 	



PARTNER
Huddle Series

CORPORATE **LEARNING** INSTITUTE

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Trimester 3

Moorings Park Foundations

September Huddles – Week 1




Key Points

1. Our Creed focuses on how we can help our residents age with success.
2. “Successful aging is self-worth, meaningful relationships, spiritual growth, and a sense of wholeness.”
3. To ensure that we can help our residents, we should (1) give sincere compliments, (2) treat our residents like best friends, (3) ensure that spiritual guidance is given, and (4) communicate with our team if we feel if anything is missing with our residents.



WEEK OF
9.03/2023

PARTNER
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THIS WEEK'S Huddle Topic	Learn All About the Moorings Park Creed
Activity  PREPARATION TIPS Read the Huddle before facilitating.	<ol style="list-style-type: none">1. Say: "Here at Moorings Park we have a Creed. A Creed is a written belief shared by all of us."2. Say: "The Moorings Park Creed we share says that <i>Successful aging is self-worth, meaningful relationships, spiritual growth, and a sense of wholeness.</i>"3. Ask: "What does that mean to you?" (Listen and affirm responses or offer your own ideas.)4. Activity: Divide the group into 4 smaller teams (if possible) and assign one question per team. Give them several minutes to discuss and then share an answer. If you have a small group, proceed with the following questions, and have the entire group respond to each question:5. Ask: "What is one or more ways we can ensure that residents have enough <i>self-worth</i>?"6. Ask: "What is one or more ways we can ensure that residents have <i>meaningful relationships</i>?"7. Ask: "What is one or more ways we can ensure that residents have sufficient <i>spiritual growth</i>?"8. Ask: "What is one or more ways we can ensure that residents have a <i>sense of wholeness</i>?"
Huddle Content	<p>Here are four tips to think about how to help our residents achieve successful aging:</p> <ol style="list-style-type: none">1. Instantly improve a resident's sense of self-worth by giving a sincere compliment.2. Enhance a resident's meaningful relationships by treating them as a best friend and helping them develop a friend network.3. Notice when a resident needs or is asking for spiritual guidance and act to ensure that the right support is given.4. Have you noticed that a resident is missing something beneficial in their life? Talk about it with your team and suggest some ideas that might help.
Culture Connection	Which part of the Moorings Park Creed inspires you most?
Announcements	Place your announcements here
Quote	"A simple reaching out might build a bridge that lasts" — <i>Don Henley</i>
WOW Moment	Who has seen or experienced part of the Moorings Park Creed in action?
	<p>This QR code will take you to the Partner Huddle Resource Page to get more information and resources on this Huddle and all additional Huddles.</p> 

September Huddles – Week 2

Key Points





1. Our Moorings Park Mission is to “Provide simply the best facilities and services for successful aging with professional and compassionate care to each person we serve.”
2. What does professional and compassionate care that look like here?
3. The Moorings Park Mission and your own mission or purpose can inspire you to achieve your best every day. All it takes is to remind yourself how important these are!

 WEEK OF 9.10.2023	 PARTNER Huddle Series
THIS WEEK'S Huddle Topic	Become Inspired by Our Moorings Park Mission!
Activity PREPARATION TIPS Read the Huddle before facilitating.	<p>1. Say: “Our Moorings Park Mission is to provide simply the best facilities and services for successful aging with professional and compassionate care to each person we serve.”</p> <p>2. Ask: “Mission statements give an organization their shared purpose. Why is it important for us here at Moorings Park to have a shared purpose?” (Answer: “A shared purpose guides our actions and unites us as a team”).</p> <p>3. Ask: “Why does our Mission Statement use the words <i>professional and compassionate care</i> together? How is it possible to be both professional and compassionate?”</p> <p>4. Say and Ask: “Now take a moment and think about your own purpose here. What would your Personal Mission Statement look like? Take a few moments and share your ideas with a few people around you.”</p> <p>5. Ask: “What did you talk about? What would you include in your Personal Mission Statement?”</p> <p>6. Say: “The Moorings Park Mission and your own mission or purpose can inspire you to achieve your best every day. All it takes is to remind yourself how important these are!”</p>
Huddle Content	<ul style="list-style-type: none">✓ The Moorings Park Mission is to simply provide the best facilities and services for successful aging with professional and compassionate care to each person we serve.✓ Being both professional and compassionate is an important feature of our mission.✓ Consider how you serve others and think about the many opportunities you have every day to apply our mission and your own every day.
Culture Connection	The Moorings Park Mission guides us to serve others in a specific way. What is the result or impact that the Moorings Park Mission is trying to accomplish?
Announcements	Place your announcements here
Quote	“I define a leader as anyone who takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential.” – Brené Brown
WOW Moment	Who has a WOW moment to share about how you, or others show up as both professional and compassionate?
	<p>This QR code will take you to the Partner Huddle Resource Page to get more information and resources on this Huddle and all additional Huddles.</p> 

September Huddles – Week 3

Key Points

1. Our Moorings Park Vision is “To be the premier provider in Southwest Florida of services, facilities, and health support to enable successful aging.”
2. Our vision does not play it safe by saying we want to be a “good enough” provider. We aspire to be the premier provider in Southwest Florida.
3. To achieve our Vision; we are called upon to be at our personal best. A personal best is your own ability to be the best you can be in a situation.

 <p>WEEK OF 9.17/2023</p>	 <p>PARTNER Huddle Series</p>
THIS WEEK'S Huddle Topic	The Moorings Park Vision Inspires your Personal Best
Activity PREPARATION TIPS Read the Huddle before facilitating	<p>1. Say: “Our Moorings Park Vision is to be the premier provider in Southwest Florida of services, facilities, and health support to enable successful aging.”</p> <p>2. Say: “A Vision is part emotional and part rational. It inspires people to think big and join the cause! Our vision does not play it safe by saying we want to be a good enough provider. We aspire to be the <i>premier provider</i> in Southwest Florida.”</p> <p>3. Ask: “How does our Vision inspire you in your role here?” (If no one answers give an example of your own inspired role).</p> <p>4. Say: “To achieve our Vision; we are called upon to be at our personal best. A personal best is your own ability to be the best you can be in a situation.”</p> <p>5. Say: “Try this activity – interview a partner or partners and ask about a time when they were at their personal best here or in a different situation. What happened? Did they have a vision for success?”</p> <p>6. Ask: “Does anyone want to share a story?”</p> <p>7. Say: “Think about using your personal best here every day.”</p>
Huddle Content	<p>✓ We have a vision for success here at Moorings Park: <i>To be the premier provider in Southwest Florida of services, facilities, and health support to enable successful aging.</i></p> <p>✓ We depend on each of you to be at your personal best here every day to achieve our vision.</p> <p>✓ Striving for excellence benefits both of us!</p>
Culture Connection	The Moorings Park Vision inspires your personal best and allows you to grow personally and professionally. Our Vision serves as the guiding light, illuminating the path for Moorings Park's Mission, Values, and Creed to excel as the foremost and unrivaled provider in Southwest Florida.”
Announcements	Place your announcements here
Quote	“The two most important days of your life are the day you were born, and the day you find out why.” – Mark Twain
WOW Moment	Who has a WOW moment to share about a time when you achieved your personal best?
	<p>This QR code will take you to the Partner Huddle Resource Page to get more information and resources on this Huddle and all additional Huddles.</p> 

September Huddles – Week 4

Key Points





1. Our Values are “(1) Respect for each person; (2) Ethical behavior; (3) Quality through: Integrity, accountability, and excellence; (4) Open to Innovation; (5) Commitment to non-profit to serve seniors and our greater community; and (6) Diversity as a strength.”
2. Without values, many of us would struggle to make important decisions, or fall into unethical behavior.

 <p>WEEK OF 9.24/2023</p>	<p>PARTNER</p> <h1>Huddle Series</h1>
<p>THIS WEEK'S Huddle Topic</p>	<p>Discover our Moorings Park Values</p>
<p>Activity</p> <p> PREPARATION TIPS Read the Huddle before facilitating.</p>	<p>1. Say: “Our Moorings Park Values inform us about what we believe in.” 2. Say: “Our Values are 1. Respect for each person; 2. Ethical behavior; 3. Quality through: Integrity, accountability, and excellence; 4. Open to Innovation; 5. Commitment to non-profit to serve seniors and our greater community; and 6. Diversity as a strength. We will be reviewing our values in the coming week and take a closer look at how you can live each value here at Moorings Park.” 3. Ask: “Do you have any values you live by? Without values, many of us would struggle to make important decisions, or fall into unethical behavior. What is one value that you believe in or that is important to you?” (Offer one of your own if no one responds). 4. Say: “Here is a short story about how important values are here at Moorings Park. Listen carefully and <u>try to identify</u> the Moorings Park Value we are featuring. Here are our values again: 1. Respect for each person; 2. Ethical behavior; 3. Quality through: Integrity, accountability, and excellence; 4. Open to Innovation; 5. Commitment to non-profit to serve seniors and our greater community; and 6. Diversity as a strength. Ok, here is the story: You have a busy day today and notice that there is a problem that no one else notices. You break away and share the problem with your supervisor who asks you to resolve the problem. Which value(s) did you use?”</p>
<p>Huddle Content</p>	<p>✓ Our Moorings Park Values are: 1. Respect for each person; 2. Ethical behavior; 3. Quality through: Integrity, accountability, and excellence; 4. Open to Innovation; 5. Commitment to non-profit to serve seniors and our greater community; and 6. Diversity as a strength.</p>
<p>Culture Connection</p>	<p>The Moorings Park Values guide us to act in positive, constructive ways. They call us to be at our best. They inform us about how to act and interact with others. They align with and support our Moorings Park Vision which is to be the premier provider in Southwest Florida of services, facilities, and health support to enable successful aging.</p>
<p>Announcements</p>	<p>Place your announcements here</p>
<p>Quote</p>	<p>“It's not hard to make decisions when you know what your values are.” — Roy Disney</p>
<p>WOW Moment</p>	<p>Who has a WOW moment to share about a time when you practiced or saw a Moorings Park Value in action?</p>
	<p>This QR code will take you to the Partner Huddle Resource Page to get more information and resources on this Huddle and all additional Huddles.</p> <p></p>

October Huddles – Week 1

Key Points





1. The first Moorings Park Value we are focusing on is “Respect for each person.” Try to understand and connect with the real person.
2. Our Moorings Park Values call upon you to treat everyone in the Moorings Park family fairly and respectfully. We have a truly diverse family here at Moorings Park.
3. To remain respectful, practice these tips: (1) Address mistakes with kindness; (2) Make decisions based on what is right, not who you like; (3) Live and let live. This sums up our value, “Respect each person.”

 <p>WEEK OF 10.03.2023</p>	<p>PARTNER</p> <h1>Huddle Series</h1>
<p>THIS WEEK'S Huddle Topic</p>	<p>Explore our First Moorings Park Value: Respect for Each Person</p>
<p>Activity</p> <p> PREPARATION TIPS Read the Huddle before facilitating.</p>	<p>This month we are starting a series of discussions on the Moorings Point Values. The first Moorings Park Value we are focusing on is “Respect for each person.” Showing genuine concern for the well-being of all partners, residents, their families, and vendors is at the heart of this value. Try to understand and connect with the <i>real person</i>.</p> <p>1. Say: “Our first Moorings Park Value is ‘Respect for each person.’ We will be reviewing our values in the coming weeks and today we are going to focus on respect and why it is important here.”</p> <p>3. Ask: “Who can give an example of a time when showing respect improved a relationship you have with a member of the Moorings Park family?” (Be ready to share one of your own).</p> <p>4. Say: “Respect starts with respecting yourself first, your needs, your unique abilities, and your vital role here at Moorings Park. I want to express my respect for each of you. I hope my gratitude boosts your self-respect and inspires you further. Your dedication and hard work deserve appreciation and respect!”</p>
<p>Huddle Content</p>	<p>✓ Our Moorings Park Values call upon you to treat everyone in the Moorings Park family fairly and respectfully. We have a truly diverse family here at Moorings Park.</p> <p>✓ Here are 3 tips to help you remember how to respect others in our diverse family:</p> <ol style="list-style-type: none">1. Address mistakes with kindness;2. Make decisions based on what is right, not who you like;3. Live and let live. This sums up our value, “Respect each person.”
<p>Culture Connection</p>	<p>Our Moorings Park Values are: 1. Respect for each person; 2. Ethical behavior; 3. Quality through: Integrity, accountability, and excellence; 4. Open to Innovation; 5. Commitment to non-profit to serve seniors and our greater community; and 6. Diversity as a strength. Our values guide us to treat others like we would like to be treated.</p>
<p>Announcements</p>	<p>Place your announcements here</p>
<p>Quote</p>	<p>“Respect yourself and others will respect you.” - Confucius</p>
<p>WOW Moment</p>	<p>Who has a WOW moment to share about a time when you showed respect to others here or they showed respect to you? (Be prepared to share your own example).</p>
	<p>This QR code will take you to the Partner Huddle Resource Page to get more information and resources on this Huddle and all additional Huddles.</p> <p></p>

October Huddles – Week 2

Key Points





1. Our second Moorings Park Value is “We practice ethical behavior.”
2. Ethical behavior in simple terms means making choices and actions that are right, fair, and considerate of others' well-being and rights.
3. Practicing ethical behavior provides a firm foundation for our vision, mission, and creed.

 WEEK OF 10.10.2023	 PARTNER Huddle Series
THIS WEEK'S Huddle Topic	Explore our Second Moorings Park Value: We Practice Ethical Behavior
Activity PREPARATION TIPS Read the Huddle before facilitating.	<p>1. Say: “Our second Moorings Park Value is “We practice ethical behavior.” We will be reviewing our values in the coming weeks and today we are going to focus on being ethical and why it is important here.”</p> <p>3. Say: “Ethical behavior in simple terms means making choices and actions that are right, fair, and considerate of others’ well-being and rights. It involves treating others with respect, honesty, and kindness. Ethical behavior also means following rules and moral principles that promote the greater good and avoid harm to others.”</p> <p>4. Ask: “You practice ethical behavior here every day! Who can offer some examples?” (Be ready to share your own such as arriving to work on time, respecting others, etc.).</p> <p>5. Say: “You can see that ethical behavior is something that each of you do very well.”</p>
Huddle Content	<p>✓ Our Moorings Park Values are 1. Respect for each person; 2. Ethical behavior; 3. Quality through: Integrity, accountability, and excellence; 4. Open to Innovation; 5. Commitment to non-profit to serve seniors and our greater community; and 6. Diversity as a strength.</p> <p>✓ Practicing ethical behavior provides a firm foundation for our vision, mission, and creed.</p>
Culture Connection	The Moorings Park Value “Ethical Behavior” asks us to do the right thing. To act with principles and morals. How does practicing ethical behavior support our vision of being the premier provider of health services and facilities in Southwest Florida to support successful aging?
Announcements	Place your announcements here
Quote	“Live one day at a time emphasizing ethics rather than rules.” – Wayne Dyer
WOW Moment	Who has a WOW moment to share about a time when you practiced or saw someone acting ethically?
	<p>This QR code will take you to the Partner Huddle Resource Page to get more information and resources on this Huddle and all additional Huddles.</p> 

October Huddles – Week 3

Key Points





1. Our third Moorings Park Value is “Quality through integrity, accountability and excellence.”
2. Integrity is that we do what we say we will do. Accountability is your willingness to take on the responsibilities of your role. Excellence is the greatness that we all strive for.
3. Every day, we count on you to provide the quality, integrity, accountability, and excellence that makes us a premier provider.

 <p>WEEK OF 10.17.2023</p>	<p>PARTNER</p> <h1>Huddle Series</h1>
<p>THIS WEEK'S Huddle Topic</p>	<p>Explore our Third Moorings Park Value - Quality Through Integrity, Accountability, and Excellence.</p>
<p>Activity</p> <p> PREPARATION TIPS Read the Huddle before facilitating.</p>	<p>1. Say: “Our third Moorings Park Value is “Quality through integrity, accountability and excellence.” We will be reviewing our values in the coming weeks and today we are going to focus on quality through integrity, accountability, and excellence, and why it is important here.”</p> <p>2. Ask: “Think back to a time recently when you spent a little more money on something because it had a higher quality. What was it? Why was it important to you?” (Be ready to offer your own examples).</p> <p>3. Say: “Quality here at Moorings Park is based on the integrity, accountability, and excellence you provide as partners. Integrity is that we do what we say we will do. Accountability is your willingness to take on the responsibilities of your role. Excellence is the greatness that we all strive for. This is what our residents want and why they want to choose us. Because together, we provide higher quality. I hope you are proud of being a part of making Moorings Park a high-quality premier provider!”</p>
<p>Huddle Content</p>	<p>✓ Our Moorings Park Values are 1. Respect for each person; 2. Ethical behavior; 3. Quality through: Integrity, accountability, and excellence; 4. Open to Innovation; 5. Commitment to non-profit to serve seniors and our greater community; and 6. Diversity as a strength.</p> <p>✓ Every day, we count on you to provide the quality, integrity, accountability, and excellence that makes us a premier provider.</p>
<p>Culture Connection</p>	<p>Living the Moorings Park Value – ‘Quality through integrity, accountability and excellence’ enables us to deliver on our vision, which is to be the premier provider in Southwest Florida of services, facilities, and health support to enable successful aging.</p>
<p>Announcements</p>	<p>Place your announcements here</p>
<p>Quote</p>	<p>“Quality means doing it right when no one is looking.” - Henry Ford.</p>
<p>WOW Moment</p>	<p>Who has a WOW moment to share about another time when you practiced or saw this value in action here?</p>
	<p>This QR code will take you to the Partner Huddle Resource Page to get more information and resources on this Huddle and all additional Huddles.</p> 

October Huddles – Week 4

Key Points





1. Our fourth Moorings Park Value is “We are open to innovation.”
2. Innovation is the act of transforming something to improve it.
3. Being Open to Innovation drives us into the future and enables us to become a premier provider, while ensuring the highest quality possible.

 <p>WEEK OF 10.24.2023</p>	<p>PARTNER</p> <h1>Huddle Series</h1>
<p>THIS WEEK'S Huddle Topic</p>	<p>Explore our Fourth Moorings Park Value – We are Open to Innovation!</p>
<p>Activity</p> <p> PREPARATION TIPS Read the Huddle before facilitating.</p>	<p>1. Say: “Our fourth Moorings Park Value is ‘We are open to innovation.’ We will be reviewing our values in the coming weeks and today we are going to focus on being innovative, and why it is important here.”</p> <p>2. Ask: “What does innovation mean to you?”</p> <p>3. Say: “Here is another definition. Innovation is the act of transforming something to improve it. Everyone can be innovative by improving our processes. If you have an idea, talk to your supervisor. Have you ever transformed or invented something outside of work that was truly amazing? What was it?” (Be prepared to share your own examples).</p> <p>4. Say: “Here at Moorings Park we are innovators. We are a premier provider, which means we invented better ways to support successful aging. Where so you see examples of innovation here?” (Be prepared to share your own ideas here).</p>
<p>Huddle Content</p>	<p>✓ Our Moorings Park Values are: 1. Respect for each person; 2. Ethical behavior; 3. Quality through: Integrity, accountability, and excellence; 4. Open to Innovation; 5. Commitment to non-profit to serve seniors and our greater community; and 6. Diversity as a strength.</p> <p>✓ Being Open to Innovation, our third value, drives us into the future and enables us to become a premier provider, while ensuring the highest quality possible. Please think of ways to improve our service and talk to your supervisor about it.</p>
<p>Culture Connection</p>	<p>The Moorings Park Value, ‘Open to Innovation’ not only supports our vision but also our Mission, ‘To simply provide the best facilities and services for successful aging with professional and compassionate care to each person we serve.’</p>
<p>Announcements</p>	<p>Place your announcements here</p>
<p>Quote</p>	<p>“Innovation is the ability to see change as opportunity-not a threat.”</p> <p>- Steve Jobs</p>
<p>WOW Moment</p>	<p>Who has a WOW moment to share about another innovation we have accomplished here?</p>
	<p>This QR code will take you to the Partner Huddle Resource Page to get more information and resources on this Huddle and all additional Huddles.</p> <p></p>

October Huddles – Week 5

Key Points




1. Our fifth Moorings Park Value is “Commitment to Non-Profit to Serve Seniors and our Greater Community.”
2. A tax-exempt non-profit organization is passionately committed to advancing a social cause.
3. The benefits of being a nonprofit organization include the Moorings Park Foundation which allows us to support the needs of partners, the community, and residents.

 <p>WEEK OF 10.31.2023</p>	<p>PARTNER</p> <h1>Huddle Series</h1>
<p>THIS WEEK'S Huddle Topic</p>	<p>Explore our Fifth Moorings Park Value – Commitment to Non-Profit to Serve Seniors and our Greater Community</p>
<p>Activity</p> <p> PREPARATION TIPS Read the Huddle before facilitating.</p>	<p>1. Say: “Our fifth Moorings Park Value is “Commitment to Non-Profit to Serve Seniors and our Greater Community. We will be reviewing our values in the coming weeks and today we are going to focus on being committed to our non-profit model and why it is important here.”</p> <p>3. Ask: “Does anyone know what a nonprofit organization is?”</p> <p>4. Say: “A tax-exempt non-profit organization is passionately committed to advancing a social cause, utilizing any surplus revenues to fulfill its mission, and continually expanding its impact among its target beneficiaries. Some prominent national non-profits that exemplify this model are United Way, Salvation Army, YMCA, The Red Cross, and Habitat for Humanity.”</p> <p>5. Ask: “What are some signs here that we are passionate about being a nonprofit organization?”</p> <p>6. Say: “Some signs are our commitment to supporting partners with scholarships, childcare assistance, affordable workforce housing, and other areas as needs arise; our commitment to community projects, and our commitment to residents for enhanced programs and services.”</p>
<p>Huddle Content</p>	<p>✓ Our Moorings Park Values are 1. Respect for each person; 2. Ethical behavior; 3. Quality through: Integrity, accountability, and excellence; 4. Open to Innovation; 5. Commitment to non-profit to serve seniors and our greater community; and 6. Diversity as a strength.</p> <p>✓ The benefits of being a nonprofit organization include the Moorings Park Foundation which allows us to support the needs of partners, the community, and residents.</p>
<p>Culture Connection</p>	<p>The Moorings Park Value, ‘Commitment to Non-Profit’ helps us understand how important it is to prioritize the needs of partners, our community, and residents. We choose to be a non-profit organization and fulfill our mission: ‘To provide Simply the Best® facilities and services for successful aging with professional and compassionate care to each person we serve.’</p>
<p>Announcements</p>	<p>Place your announcements here</p>
<p>Quote</p>	<p>“Nonprofits are not the place for egos or attention seekers if you want to see powerful and authentic change in the lives of the people that you serve.” -Heidi Siegle</p>
<p>WOW Moment</p>	<p>Who has a WOW moment to share about how our non-profit approach benefited a partner, community member or resident? (Be ready to share one of your own.)</p>
	<p>This QR code will take you to the Partner Huddle Resource Page to get more information and resources on this Huddle and all additional Huddles.</p> 

November Huddles – Week 1

Key Points






1. Our sixth Moorings Park Value is “We see our diversity as a strength.”
2. Diversity of talent means a broader range of skills among employees, diverse experiences and perspectives, which increase the potential for improved productivity.
3. We see our diverse partner workforce as a strength.

  <p>PARTNER Huddle Series</p>	
THIS WEEK'S Huddle Topic	Explore our Sixth Moorings Park Value – We See Diversity as a Strength
Activity PREPARATION TIPS Read the Huddle before facilitating.	<p>1. Say: “Our Sixth Moorings Park Value is “We see our diversity as a strength.” We will be reviewing our values in the coming weeks and today we are going to focus on seeing diversity as a strength and why it is important here.”</p> <p>3. Ask: “What does it mean to see diversity as a strength?”</p> <p>4. Say: “A diverse workplace brings together people with more ideas and skills. This diversity of talent means a broader range of skills among employees, as well as a diversity of experiences and perspectives which increases the potential for increased productivity.”</p> <p>5. Say: “One way you can see how we value our partners is that employees at Moorings Park are seen and referred to as partners, all working together to create our world-renowned Life Plan Communities. We offer a culture that values every individual, and we hire partners who live the values and embrace the mission of providing Simply the Best® communities and services for successful aging with professional and compassionate care to each person served.”</p>
Huddle Content	<p>✓ Our Moorings Park Values are 1. Respect for each person; 2. Ethical behavior; 3. Quality through: Integrity, accountability, and excellence; 4. Open to Innovation; 5. Commitment to non-profit to serve seniors and our greater community; and 6. Diversity as a strength.</p> <p>✓ We see our diverse partner workforce as a strength.</p> <p>✓ What are some unique strengths YOU bring here as a partner? (If no one answers, offer that “Some of you have great technical skills, or knowledge; some of you have great people skills”).</p> <p>✓ We appreciate your unique ideas and skill!</p>
Culture Connection	The Moorings Park Value, ‘Diversity as a strength,’ allows us to be more productive. Being productive Helps us fulfill our vision serves as the guiding light, illuminating the path for Moorings Park to excel as the foremost and unrivaled provider in Southwest Florida.
Announcements	Place your announcements here
Quote	“Diversity: the art of thinking independently together.” – <i>Malcolm Forbes</i>
WOW Moment	Who has a WOW moment to share about how we value diversity here?
	

November Huddles – Week 2

Key Points


1. We have a 4-step strategy that will ensure our success. The first strategy is: “Inspire innovation and drive growth that enhances value and improves the aging experience.”
2. One great way for you to support this strategy is to watch for and suggest little improvements that can make a dramatic difference.
3. It is helpful to offer these suggestions in a positive and timely way.

 <p>WEEK OF 11.12.2023</p>	 <p>PARTNER Huddle Series</p>
THIS WEEK'S Huddle Topic	Learn All About our Moorings Park Strategies
Activity  PREPARATION TIPS Read the Huddle before facilitating.	<p>1. Say: “Moorings Park is very proactive when it comes to being a premier provider of active retirement living in Southwest Florida. We have a 4-step strategy that will ensure our success. The first strategy is: Inspire innovation and drive growth that enhances value and improves the aging experience.”</p> <p>2. Ask: “This is a lot to take in, but as a valued partner it is good to know that we believe in innovation to drive growth, enhance value, and improve the aging experience. We have talked about innovation to invent better ways of doing things. How important is it for us to invent new and better ways to do things around here? Why?” (One answer is because continuously doing things better improve the lives of partners and residents).</p> <p>3. Say: “One great way for you to support this strategy is to watch for and suggest little improvements that can make a dramatic difference. It is helpful to offer these suggestions in a positive and timely way.”</p> <p>4. Ask: “The next time you see an opportunity to suggest an improvement, can we count on you to offer it in a positive and timely way?”</p>
Huddle Content	<p>✓ Our Moorings Park Strategies help ensure our success: Our first strategy is to ‘Inspire innovation and drive growth that enhances value and improves the aging experience.’</p> <p>✓ You can contribute to this strategy by suggesting improvements in a positive and timely way.</p>
Culture Connection	<p>The Moorings Park Strategies help ensure our growth and success. These strategies include:</p> <ol style="list-style-type: none">1. Inspire innovation and drive growth that enhances value and improves the aging experience.2. Commit to a culture of empathy, warmth, passion, respect, and commitment to service excellence for all residents and partners.3. Provide comprehensive, world-class life care communities of unparalleled, innovative programs and services for successful aging.4. Support the lives of our partners to enhance the service to our residents.
Announcements	Place your announcements here
Quote	“Innovation is taking two things that exist and putting them together in a new way.” -Tome Freston
WOW Moment	Who has a WOW moment to share about a time when you practiced or saw one of the Moorings Park Values in action?
	<p>This QR code will take you to the Partner Huddle Resource Page to get more information and resources on this Huddle and all additional Huddles.</p> 

November Huddles – Week 3

Key Points







1. The second Moorings Park Strategy is :Commit to a culture of empathy, warmth, passion, respect, and commitment to service excellence for all residents and partners.”
2. This strategy combines how to interact (use empathy, warmth, passion, and respect) with what to focus on (service excellence).
3. You can contribute to this strategy by using these behaviors and focusing on service excellence.

 <p>WEEK OF 11.19.2023</p>		 <p>PARTNER Huddle Series</p>	
THIS WEEK'S Huddle Topic		Learn All About our Moorings Park Strategies	
Activity		<p>1. Say: "Today we will be talking about the second Moorings Park Strategy, 'Commit to a culture of empathy, warmth, passion, respect, and commitment to service excellence for all residents and partners.'"</p> <p>2. Say: "Let us break that down! <i>A culture of empathy, warmth, passion, respect, and commitment to service excellence for residents and partners.</i>"</p> <p>3. Ask: "This strategy combines how to interact (use empathy, warmth, passion, and respect) with what to focus on (service excellence). What does the way we interact have to do with service excellence for residents and partners?" (Answers could be that the better we collaborate the stronger the outcome, when we treat each other well, we can focus on goals instead of problems, etc.).</p> <p>4. Ask: "Imagine the best team experience you have ever had. How did you treat each other? What were you focused on achieving? (Be ready to share your own experiences)." </p> <p>5. Say: "If we want to be committed to service excellence for all residents and partners, we can do that by using empathy, warmth, passion, and most of all respect. To improve that on your team here, think about the value of these behaviors and how you can personally demonstrate these every day."</p>	
PREPARATION TIPS Read the Huddle before facilitating.			
Huddle Content		<p>✓ Our Moorings Park Strategies help ensure our success: Our second strategy is to 'Commit to a culture of empathy, warmth, passion, respect, and commitment to service excellence for all residents and partners.'</p> <p>✓ You can contribute to this strategy by using these behaviors and focusing on service excellence.</p>	
Culture Connection		<p>The Moorings Park Strategies help ensure our growth and success. These strategies include:</p> <ol style="list-style-type: none">1. Inspire innovation and drive growth that enhances value and improves the aging experience.2. Commit to a culture of empathy, warmth, passion, respect, and commitment to service excellence for all residents and partners.3. Provide comprehensive, world class life care communities of unparalleled, innovative programs and services for successful aging.4. Support the lives of our partners to enhance the service to our residents.	
Announcements		Place your announcements here	
Quote		"Everyone can be great, because everyone can serve." - Martin Luther King, Jr.	
WOW Moment		Who has a WOW moment to share about a time when you or someone here used this strategy?	
		<p>This QR code will take you to the Partner Huddle Resource Page to get more information and resources on this Huddle and all additional Huddles.</p> 	

November Huddles – Week 4

Key Points

1. The third Moorings Park Strategy is "Provide comprehensive, world-class life care communities of unparalleled, innovative programs and services for successful aging."
2. Partners are an important part of this strategy. We provide the innovative programs and services that support this strategy.
3. You can contribute to this strategy by ensuring that everything you do is your best effort aimed at achieving the highest standard.

 <p>WEEK OF 11.26.2023</p>	 <p>PARTNER Huddle Series</p>
<p>THIS WEEK'S Huddle Topic</p>	<p>Learn All About our Moorings Park Strategies</p>
<p>Activity</p> <p> PREPARATION TIPS Read the Huddle before facilitating.</p>	<p>1. Say: "Today we will be talking about the third Moorings Park Strategy, 'Provide comprehensive, world-class life care communities of unparalleled, innovative programs and services for successful aging.'"</p> <p>2. Ask "What is this strategy saying? A simple answer could be that we create amazing places to ensure successful aging with top-notch programs and services."</p> <p>3. Ask: "Why is this Moorings Park Strategy important?"</p> <p>4. Say: "Partners are an important part of this strategy. We provide the innovative programs and services that support this strategy."</p> <p>5. Ask: "Think for a minute about what you do every day. You may not think about it this way-but you perform the very services that fulfill this strategy. What do you do so well that we would consider it to be 'unparalleled' or at the highest standard?"</p> <p>6. Say: "Let us take a moment to appreciate what each of you do to enable this standard."</p>
<p>Huddle Content</p>	<p>Our Moorings Park Strategies help ensure our success: Our third strategy is to 'Provide comprehensive, world class life care communities of unparalleled, innovative programs and services for successful aging.'</p> <p> You can contribute to this strategy by ensuring that everything you do is your best effort aimed at achieving the highest standard.</p>
<p>Culture Connection</p>	<p>The Moorings Park Strategies help ensure our growth and success. These strategies include:</p> <ol style="list-style-type: none">1. Inspire innovation and drive growth that enhances value and improves the aging experience.2. Commit to a culture of empathy, warmth, passion, respect, and commitment to service excellence for all residents and partners.3. Provide comprehensive, world class life care communities of unparalleled, innovative programs and services for successful aging.4. Support the lives of our partners to enhance the service to our residents.
<p>Announcements</p>	<p>Place your announcements here</p>
<p>Quote</p>	<p>"To keep a customer demands as much skill as to win one." – <i>American Proverb</i></p>
<p>WOW Moment</p>	<p>Who has a WOW moment to share about a time when you or someone here provided unparalleled, innovative service?</p>
	<p>This QR code will take you to the Partner Huddle Resource Page to get more information and resources on this Huddle and all additional Huddles.</p> 

December Huddles – Week 1

Key Points

1. The fourth and final Moorings Park Strategy, "Support the lives of our partners to enhance the service to our residents."
2. Our support for partners includes Moorings Park scholarships, childcare assistance, and additional support programs and services like our wellness app, Employee Assistance Program, ESOL language classes, Relias training programs and financial wellness planning.
3. You can tap into this strategy by participating in a variety of useful programs and resources.

 <p>WEEK OF 12.03/2023</p>	 <p>PARTNER Huddle Series</p>
THIS WEEK'S Huddle Topic	Learn All About our Moorings Park Strategies
Activity PREPARATION TIPS Read the Huddle before facilitating.	<ol style="list-style-type: none">1. Say: "Today we are going to talk about the fourth and final Moorings Park Strategy, 'Support the lives of our partners to enhance the service to our residents.'"2. Ask: "What does this strategy mean to you?"3. Say: "Our support for partners includes Moorings Park scholarships, childcare assistance, and additional support programs and services like our wellness app, Employee Assistance Program, ESOL language classes, Relias training programs and financial wellness planning. You can find many of these benefits on 'Your Roadmap to Wellness' when you click on the QR code on this flyer."4. Ask: "Has anyone taken advantage of any of these services or resources?" (If no one responds, be ready to share an example of your own).5. Say: "We value each of you, and invite you to challenge yourself here and develop the skills you can gain through our supportive network of partner services and resources."
Huddle Content	<ul style="list-style-type: none">✓ Our Moorings Park Strategies help ensure our success. Our fourth and final strategy is to "Support the lives of our partners to enhance the service to our residents."✓ You can tap into this strategy by participating in a variety of useful programs and resources.
Culture Connection	<p>The Moorings Park Strategies help ensure our growth and success. These strategies include:</p> <ol style="list-style-type: none">1. Inspire innovation and drive growth that enhances value and improves the aging experience.2. Commit to a culture of empathy, warmth, passion, respect, and commitment to service excellence for all residents and partners.3. Provide comprehensive, world-class life care communities of unparalleled, innovative programs and services for successful aging.4. Support the lives of our partners to enhance the service to our residents.
Announcements	Place your announcements here
Quote	"Do the hard jobs first. The easy jobs will take care of themselves." — <i>Dale Carnegie</i>
WOW Moment	Who has a WOW moment to share about a time when you realized how important you are here?
	<p>This QR code will take you to the Partner Huddle Resource Page to get more information and resources on this Huddle and all additional Huddles.</p> 

December Huddles – Week 2

Key Points

1. We want to help you have the best partner experience and we think that your own wellbeing will be improved during our journey through the Wellness Road map.
2. We also encourage you to download the HealthJoy app available to all partners at the top of the Partner Huddle Series Resource Page.
3. One of the Moorings Park key strategies is to “Support the lives of our partners to enhance the service to our residents.” These resources help us to fulfill that strategy.

 <p>WEEK OF 12.03/2023</p>	 <p>PARTNER Huddle Series</p>
THIS WEEK'S Huddle Topic	Learn All About our Moorings Park Strategies
Activity PREPARATION TIPS Read the Huddle before facilitating.	<ol style="list-style-type: none">1. Say: “Today we are going to talk about the fourth and final Moorings Park Strategy, ‘Support the lives of our partners to enhance the service to our residents.’”2. Ask: “What does this strategy mean to you?”3. Say: “Our support for partners includes Moorings Park scholarships, childcare assistance, and additional support programs and services like our wellness app, Employee Assistance Program, ESOL language classes, Relias training programs and financial wellness planning. You can find many of these benefits on ‘Your Roadmap to Wellness’ when you click on the QR code on this flyer.”4. Ask: “Has anyone taken advantage of any of these services or resources?”(If no one responds, be ready to share an example of your own).5. Say: “We value each of you, and invite you to challenge yourself here and develop the skills you can gain through our supportive network of partner services and resources.”
Huddle Content	<ul style="list-style-type: none">✓ Our Moorings Park Strategies help ensure our success. Our fourth and final strategy is to “Support the lives of our partners to enhance the service to our residents.”✓ You can tap into this strategy by participating in a variety of useful programs and resources.
Culture Connection	<p>The Moorings Park Strategies help ensure our growth and success. These strategies include:</p> <ol style="list-style-type: none">1. Inspire innovation and drive growth that enhances value and improves the aging experience.2. Commit to a culture of empathy, warmth, passion, respect, and commitment to service excellence for all residents and partners.3. Provide comprehensive, world-class life care communities of unparalleled, innovative programs and services for successful aging.4. Support the lives of our partners to enhance the service to our residents.
Announcements	Place your announcements here
Quote	“Do the hard jobs first. The easy jobs will take care of themselves.” — <i>Dale Carnegie</i>
WOW Moment	Who has a WOW moment to share about a time when you realized how important you are here?
	<p>This QR code will take you to the Partner Huddle Resource Page to get more information and resources on this Huddle and all additional Huddles.</p> 

December Huddles – Week 3

Key Points


1. The 2023 Huddles Series was developed around three learning themes – your wellness, the Moorings Park Standards of Service, and the Moorings Park Foundations.
2. Think about which Huddles you enjoyed or benefitted from the most.
3. We also developed a learning site where you can download each huddle plus additional resources.

 <p>WEEK OF 12.17/2023</p>	 <p>PARTNER Huddle Series</p>
THIS WEEK'S Huddle Topic	Let Us Review What We Learned in Huddles this Year!
Activity PREPARATION TIPS Read the Huddle before facilitating.	<p>1. Say: "We have covered a lot of ground this year. From February-April we talked about your well-being. From May-August we talked about our Standards of Service, and from September-December we reviewed the Moorings Park Foundations."</p> <p>2. Ask: "What stands out in your mind as something that struck you as interesting, useful, or meaningful?" (If no one answers provide a few memorable topics).</p> <p>3. Say: "We had a few memorable Huddles, like the calm breathing exercise we did in March, the trust wave we did in June and the discussion we had in September on the Moorings Park Creed- "Successful aging is self-worth, meaningful relationships, spiritual growth, wellness and a sense of wholeness"</p> <p>4. Say: "As we go to close out the year, we think of coming together to share our learning."</p> <p>5. Ask: "As we look into next year, what are some learning topics you would like us to cover?" (Share a few ideas if no one offers).</p>
Huddle Content	<p>✓ The 2023 Huddles Series was developed around three learning themes – your wellness, the Moorings Park Standards of Service, and the Moorings Park Foundations.</p> <p>✓ Think about which Huddles you enjoyed or benefitted from the most.</p> <p>✓ We also developed a learning site where you can download each huddle plus additional resources.</p>
Culture Connection	We see again that one of our Moorings Park key strategies is to "Support the lives of our partners to enhance the service to our residents." Huddles have been designed to encourage learning and sharing ideas.
Announcements	Place your announcements here
Quote	"Tell me, and I will listen; Teach me, and I'll remember; Involve me, and I will learn." — Benjamin Franklin.
WOW Moment	Who has a WOW moment to share a Huddle topic you liked?
	<p>This QR code will take you to the Partner Huddle Resource Page to get more information and resources on this Huddle and all additional Huddles.</p> 

December Huddles – Week 4

Key Points




1. We have covered a lot of learning this year. Let us think about looking out at next year and preparing for some new goals!
2. Setting goals requires you to create a plan to achieve them.
3. Think about the goals you want to set to learn and grow in 2024.

 <p>WEEK OF 12.24/2023</p>	 <p>PARTNER Huddle Series</p>
THIS WEEK'S Huddle Topic	Let us Prepare for the New Year!
Activity PREPARATION TIPS Read the Huddle before facilitating	<p>1. Say: "We have covered a lot of learning this year. Let us think about looking out at next year and preparing for some new goals!"</p> <p>2. Say: "Please get into small groups and play Mingle, Mingle. I will ask a series of questions and you will have one minute to let everyone answer. When I call 'switch,' get into a new small group! Please get into small groups of 2-3 now!"</p> <p>3. Say: "First question! Your group has one minute to let everyone answer!</p> <p>Round 1: Thinking back on last year, what was something you learned here at Moorings Park that improved your work or life? (Then say 'switch, find a new group!').</p> <p>Round 2: Share your answer with your new group from round 1-something you learned here that improved your work or life. (Then say 'switch, find a new group!').</p> <p>Round 3: What would you like to learn or improve upon here next year? (Then say 'switch, find a new group!').</p> <p>Round 4: Share advice about using any employee resources you have benefitted from. (Then say, 'this is our last round thanks for playing!')</p> <p>4. Ask: "Does anyone have anything they would like to share?" (If not, share an observation).</p> <p>5. Say: "Think about setting some goals for next year and share your ideas with others as we get closer to the new year."</p>
Huddle Content	<p>✔ Setting goals requires you to create a plan to achieve them.</p> <p>✔ Think about the goals you want to set to learn and grow in 2024.</p>
Culture Connection	Our Moorings Park Mission is simply to provide the best facilities and services for successful aging with professional and compassionate care to each person we serve. We cannot achieve our mission without each of you setting goals to be excellent service providers. What do you want to learn and develop in 2024?
Announcements	Place your announcements here
Quote	"Reach high, for stars lie hidden in you. Dream deep, for every dream precedes the goal." —Rabindranath Tagore
WOW Moment	Who has a WOW moment to share about a goal you or another partner is setting for 2024?
	<p>This QR code will take you to the Partner Huddle Resource Page to get more information and resources on this Huddle and all additional Huddles.</p> 

December Huddles – Week 5

Key Points

1. Being happy at work involves caring about the way you do things and caring for others.
2. Happiness expert Dr. Arthur Brooks says “Let’s face it! There are very few jobs where people really care about each other.”
3. Here at Moorings Park, you have an opportunity to do both!

 <p>WEEK OF 12.31.2023</p>	<p>PARTNER</p> <h1>Huddle Series</h1>
THIS WEEK'S Huddle Topic	Make it a Happy New Year!
Activity	<p>Say: "Happiness Expert Dr. Arthur Brooks teaches Harvard students how to be happy at work. Here are his surprising tips:"</p> <p>Tip 1: Earned success: The first key to work happiness, according to Brooks, is what he calls "earned success": producing something valuable in your own life and in the lives of others. For Brooks, happiness at work is not determined by your job title or job rewards; but rather the investment you put into your day. Put simply, "You don't cut corners," Brooks said. He believes that doing your job without taking shortcuts is an expression of commitment to yourself and others — it is not just a tactic to climb a career ladder. All that matters is that at the end of the day, you can say, on most days at least, 'I did my work with love and with excellence.'</p> <p>Tip 2: Service to others: Experts agree that positive relationships at work are a necessary ingredient for job satisfaction. Brooks' second answer to finding joy at work is in line with that finding: do your job in a way that serves others, not just yourself. Deeper satisfaction comes from work that can make a difference in the lives of some. And serving others comes from how you do your job, not what your job is. He believes that you can serve others whether you work in a bank, put roofs on houses, or raise children. Ask: "How can these tips help you be happier at work in 2024?"</p>
PREPARATION TIPS	
Huddle Content	<ul style="list-style-type: none">✓ Being happy at work involves caring about the way you do things and caring for others.✓ Brooks says "Let us face it! There are very few jobs where people really care about each other."✓ Here at Moorings Park, you have an opportunity to do both!
Culture Connection	An important Moorings Park Value is 'Respect for each person.' How are these two tips related to respecting yourself and others?
Announcements	Place your announcements here
Quote	"Service to others is loving everybody with your ordinary, sanctified work." — <i>Arthur Brooks</i>
WOW Moment	Who has a WOW moment to share about how you plan to be happier at work in 2024?
	<p>This QR code will take you to the Partner Huddle Resource Page to get more information and resources on this Huddle and all additional Huddles.</p> 

Action Planning for Success

Create A Personal Action Plan for Better Huddles in Late 2023



1. Review your Huddle Learning Site regularly
2. Download and print the weekly huddle
3. Read from the huddle template and follow the prompts
4. Ask partners to take a picture of the QR code to download the resources from the huddle, and take the monthly quiz with a drawing to win a gift card
5. Don't forget to send in a 1–2-minute video for October!

