

HIRE

Successful staffing requires smart marketing and creative sourcing to hire in alignment with the club's mission and vision.

TRAIN

Starting with a great orientation on day one; training, more training, and re-training is at the heart of all great team performance.

RETAIN

Superstars go where they see opportunity and stay where they feel accomplishment. Good feedback is the key to engagement and ultimately retention.

About

Paisano Performance Partners

Paisano Performance Partners provides Human Resource services to improve team performance and enhance member satisfaction. From fundamental strategy to the development of a comprehensive performance management system, we support the management team through the completion of the process.



John Finley is a seasoned manager with experience in a variety of hospitality industry segments. Paisano Performance Partners is the embodiment of these combined experiences to provide thoughtful solutions that produce real results.



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Performance Partnership

A Complete HR Solution for Clubs





Performance Partnership

A complete HR solution to help you with the missing pieces!

Satisfying the high expectations of our members requires a plan to HIRE right, TRAIN right and RETAIN your best employees; critical pieces to delivering on the mission and vision of the club.

Paisano Performance Partners has the resources and expertise to develop and implement a strategic HR program to meet this challenge.

Learn more at:

WWW.pisanoperformance.com/performance-partnership

The Pieces of A Strategy for Success

A Solid Foundation - A complete review of your hiring documents, handbooks, job descriptions and position profiles to identify deficiencies and streamline your processes.

Staffing Right - Development of a sourcing, recruitment and hiring process designed to eliminate knee jerk hiring and address short and long-term staffing requirements. We work with your team to develop and implement a staffing strategy aligned with your club mission and vision.

New Hire Orientations - A great start dramatically enhances the potential for your new team members. All new hires should understand the performance expectation for success before they meet their first member. Our Team Builder software is designed to properly on-board new hires to reflect your club culture in an millennial engaging presentation. The Team Builder hosting fee is included in the program.

Coaching and Training - Effective training improves service levels and employee engagement by instilling confidence and consistency in their performance. The partnership includes developing train-the-trainer goals, training manuals and appropriate training modules.

Performance Management - We believe what gets measured gets managed. Internet based performance evaluations, tied to the goals and objectives we develop for your team, provide timely and relevant feedback. Your team is a reflection of the feedback you provide.

Building Sustainability - Getting the process right is the start, but success is measured in sustainability. To ensure that your short term success begets long term results we develop a WOW Recognition Program that provides encouraging feedback to drive future performance.