



# Talent & Team Building

## 5 KEY POINTS

Strong teams are the backbone of any thriving business. Here are five ways to attract local talent, onboard effectively, and build a workplace culture where your employees can succeed.

### 1. Hiring & Retaining Local Talent

Attracting and keeping great employees starts with showcasing what makes your business unique. Highlight your community roots, values, and growth opportunities to appeal to local talent. Offering flexible schedules, professional development, and even small perks like transit passes or staff discounts can make a big difference in retention. Building relationships with local schools, training programs, and community organizations also helps create a strong hiring pipeline.

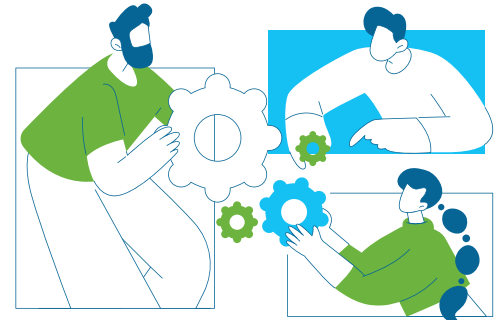


### Onboarding Tips for Small Teams 2.

A thoughtful onboarding process sets new hires up for success and helps them feel part of the team from day one. Start with a clear welcome plan that introduces your business's mission, values, and expectations. Provide simple training guides or checklists to help them learn processes quickly without feeling overwhelmed. Assigning a buddy or mentor can make the experience more personal and ensure new team members feel supported as they settle in.

### 3. Building a Positive Workplace Culture

A positive and inclusive workplace culture keeps employees motivated and engaged. Open communication is key—regular check-ins, team meetings, and feedback sessions create a sense of trust and belonging. Celebrate successes both big and small, from hitting business milestones to recognizing individual contributions. Encouraging collaboration and supporting work-life balance shows your team that their well-being is valued, which fosters loyalty and productivity.



### 4. Developing Skills & Growing Your Team

Team growth investment doesn't have to be costly. Free or affordable training resources, mentorship programs, & cross-training opportunities can help employees build skills and confidence. Encourage staff to attend local workshops, webinars, or [Chamber events](#) to stay connected with the broader business community. Providing clear paths for advancement—even in small teams—can inspire employees to grow with your business.

### Reviewing & Adapting Team Practices 5.

Strong teams evolve with your business. Regularly review your HR policies, team structure, and workplace practices to ensure they meet current needs. Seek feedback from your team on what's working and where improvements can be made. Small changes, such as updating job roles or adding flexible work options, can have a big impact on morale and efficiency. Staying adaptable helps your team thrive in a changing business environment.



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A Connected Community is a Thriving Economy



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