

# Peer Roundtable: Staff Discipline

Minnesota Rural Transit Assistance Program (RTAP)

April 12, 2023



# Agenda

- Ground Rules + Roles
- Introductions + Challenges
- Facilitated + Open Discussion
- Meeting Role Reports
- Next Steps
- Vote on Next Meeting Topics

# Volunteer for a meeting role!

- Process Observer — How did it go? What could be better?
- Timekeeper — Give us a reminder at 10 minutes remaining
- Parking Lot Attendant — Take notes anytime we ask to put something in the parking lot

# Group Agreements/Ground Rules

- Solutions-Focused
- Peer-Led. This is your meeting!
- No bad ideas
- Mute when not speaking
- Cameras optional
- Anything else?

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# What is your biggest challenge with staff discipline?

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Answers

Mentimeter

Staff thinking they are working harder than others.

Confrontation

documentation, and consistency

Fear

having to do it

Staff accepting feedback

Nothing specific

When does a driver accident or incident become a disciplinary action.

tell employees how to do tasks and they revert back tto old ways.

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# Introductions

1. Name
2. Agency/Role
3. What are you hoping to get out of this meeting?

# Staff Discipline Challenges Discussion

→ Outline and add to list of challenges





# Employee Handbook or Policies

→ Where does your agency communicate disciplinary action policies?

# What have you learned about staff discipline? What works?

→ Solutions from the group



# Next Steps?



# Process Observer Report

What went well?

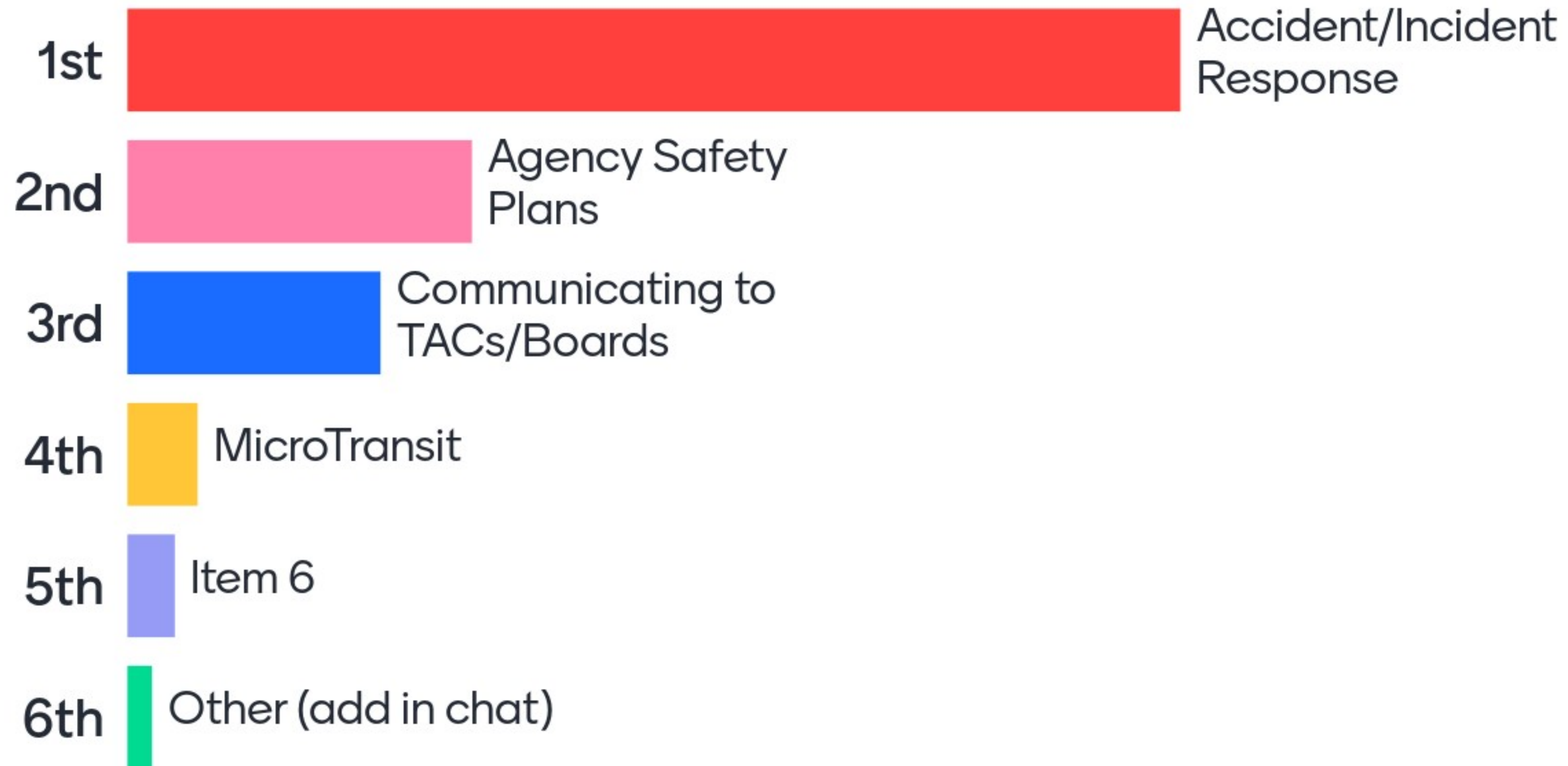
What could be better?



# Parking Lot Attendant Report



# What should the next session be?



# Next Roundtable May 10



# Ask me anything

0 questions

0 upvotes