SUMMER: PO Box 369 | Beach Lake, PA 18405 | 570-729-1010
WINTER: 1714 Wantagh Avenue | Wantagh, NY 11793 | 516-221-8800
chestnutlakecamp.com

Aaron Selkow, Owner/Director | Camp Collab | *October 28, 2024*

If you try all of these strategies to build a successful year-round team at camp and none of them work, *I will buy you lunch*.

1. Hire People Smarter than You.

Talent can beat fit. Surround yourself with a team that complements your skills, offers diverse viewpoints, and drives you to grow. A+ talent elevates everyone, fostering a culture of excellence and continuous improvement.
Check Out | **Interview Cheat Sheet**

2. Align Growth Mindsets with Growth Opportunities.

Seek individuals with a passion for learning and self-improvement. Once they're on board, challenge them. Provide avenues for growth, both within the organization and beyond, encouraging them to expand their expertise and challenge their limits.
Read | **Aaron: "Translating Passion for Growth into Camp Leadership Skills"**

3. Pretend it's a Real Job.

Even in relaxed cultures, clarity matters. Define roles and responsibilities with an adaptable structure that flows through the seasons. A well-communicated organizational chart ensures that both independence and collaboration thrive.
Check Out | **Sample Org Chart**

4. Build a Family — Dysfunction Included.

Forge stronger connections by fostering open, year-round communication. Embrace respectful dissent to create a culture where differing opinions are valued. Aim for consensus, but recognize that healthy debate can sometimes yield better results than total agreement.
Read | **Adam Grant: Why You Shouldn't Hire for Cultural Fit**

5. Manage Them Up or Out.

Help your team reach their highest potential. If a team member isn't growing within your organization, guide them toward their next opportunity. Be transparent and supportive in helping them find success, whether with you or elsewhere.
Ask About | **Alex, Alyssa, Andy, Ann, Beth, Brett, Eytan, Jon, Judith, Lisa, Pam, Rachel, Sam & Others**

6. Lead from Behind.

True leadership often means stepping back. Encourage others to take the lead, share the spotlight, and celebrate their wins. Their engagement and pride will fuel your collective success, strengthening the entire team.
Ask About | **In-Season Camp Visits**

7. Leave.

Sometimes, the best growth happens when you're not there. Encourage your team to explore new environments and ideas. Step aside to give them space to lead, proving your trust and fostering independence. And always plan for the future — ensuring your organization thrives in your absence is your ultimate legacy.
Read | **Aaron: "Thoughts on Leaving Camp"**