

A row of matches is shown against a dark red background. The match on the far left is lit, with a bright orange and yellow flame rising from its tip. The other matches are unlit and have red tips. A semi-transparent light purple circle is positioned on the right side of the image, containing the title and date.

HR Hot Topics and Best Practices

November 16, 2021

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STRATEGIES

- President, HR Strategies, LLC
- 30+ years of HR experience
- Worked on Federal and State legislation
- SHRM Member
- Past Delaware SHRM State Council Director
- Past Delaware SHRM Chapter President
- Past Diversity Chair for ABC Delaware



Mandated Training

Interactive Harassment Prevention
Training

Reasonable Suspicion Supervisor
Training

Drug and Alcohol Awareness
Training



Virtual Training

It eliminates structural limitations and broadens educational options.

It facilitates managing the work-life balance for workers and saves them time.

It helps save money and optimize profits.

Increased convenience and flexibility.

Improved employee knowledge.

It helps achieve professional development goals.



Compliance

Job descriptions – FLSA / Vaccine compliance

I - 9 Forms

Affirmative Action Plans

Diversity Programs

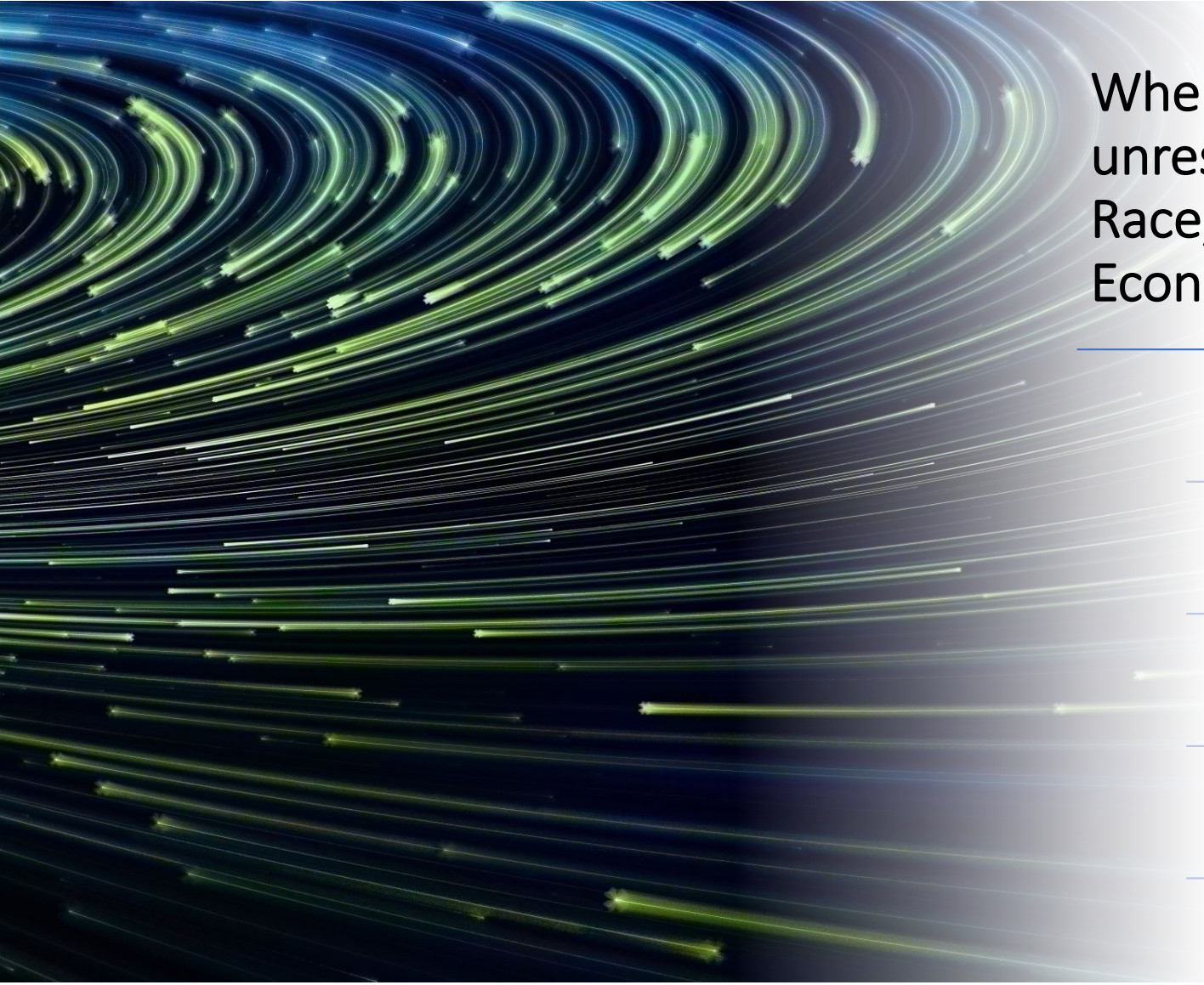
HR Assessments

Executive Orders

Executive Orders

14042 - Requiring
Vaccinations for All Federal
Workers and Millions of
Contractors that Do
Business with the Federal
Government

14043 – Requiring All
Employers with 100+
Employees to Ensure their
Workers are Vaccinated or
Tested Weekly



When experiencing social unrest due to Vaccines, Race, Political or Economic concerns:

Listen

Be empathetic

Establish guidelines

Require professionalism
and respect



Supporting Mental Health in the Post-Pandemic Workplace


Acknowledgment. Simply let workers know that it is OK to disclose a mental illness at work (or not disclose) and to ask for help.

Offerings. An explanation of benefits ensures that employees know what resources are available to them.

Accommodations. Have a policy that details how employees can ask for reasonable accommodations for a mental health condition and explains that their information will be kept confidential.

Employee Handbooks






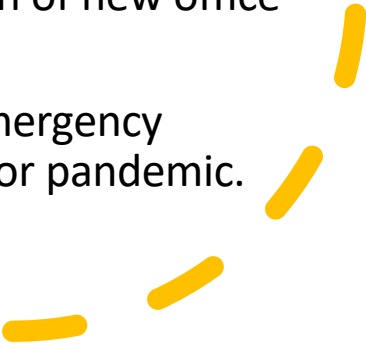
August 2021 Bankrate survey

More than half of our workforce to search for a new job in the next 12 months. Most important areas:

- Work flexibility, either the hours they work or the ability to work remotely (cited by 56 percent of respondents).
- Higher pay (53 percent).
- Job security (47 percent).
- More time off/vacation time (35 percent).
- Better or more-inclusive work culture (24 percent).

A large orange shape on the left side of the slide, consisting of a rectangle with a rounded right side.

Flexible work
arrangements
offer benefits
to both
employers and
employees

- Assisting in recruiting efforts.
 - Enhancing worker morale.
 - Managing employee attendance and reducing absenteeism.
 - Improving retention of good workers.
 - Boosting productivity.
 - Creating a better work/life balance for workers.
 - Minimizing harmful impact on global ecology. Certain flexible work arrangements can contribute to sustainability efforts by reducing carbon emissions and workplace "footprints" in terms of creation of new office buildings.
 - Allowing for business continuity during emergency circumstances such as a weather disaster or pandemic.
- 
- Four short, curved yellow lines in the bottom right corner of the slide.

Compensation Survey



Job description review



Determine
compensation
philosophy

Leading
Lagging



Compare pay practices to
market

A large crowd of stylized human figures in various shades of brown and black. In the center of the crowd, one figure is white with its arms raised in a 'V' shape, standing out from the rest. The figures are arranged in a dense, somewhat circular pattern, with the central figure being the focal point.

How Managers Can Provide Job Stability

- Find each person's unique talents. A great boss taps into and leverages the instincts and skills their employees have.
- Praise employees publicly.
- Advocate for your workers.



More time off/vacation time

- Evaluate your current offerings
- Look at industry standards
- Look at surrounding businesses
- Reward long term workers
- Persuade staff to take earned time off



An Inclusive Culture Enables a Diverse Workplace to Thrive

- Inclusion refers to a cultural and environmental feeling of belonging.
- Organizations that have successfully established a diverse workforce can reap the proven benefits that it provides, including a wide array of perspectives and experiences.

What is Diversity and Inclusion?

Diversity often focuses on the **differences** and is referred to as "the mix."

Inclusion is the deliberate act of welcoming **diversity** and creating an environment where all **different** kinds of people can thrive and succeed. ...

Diversity is what you have. **Inclusion** is what you do.



HR Best Practice Sharing

What are some current or previous challenges that you would like to share with the group?



STRATEGIES



Questions?

Thank you for joining
CFMA Delaware for
HR Hot Topics and Best
Practices.

Thank you for your time



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