

HR Newsletter



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This is one of the most powerful tools you can use as a business leader

As a business leader, one of your jobs is to make big difficult decisions.

When making business decisions, you make sure to look at all of the information you have available to you so that you can make the best, most informed, decisions.

And when it comes to making decisions about your people, it's important to use the same care and due diligence, because they're your greatest asset.

What can help you make the best decisions regarding your team?



Employee surveys are the answer. They're one of the most powerful tools you can use as a business leader.

They help you bridge the gap between what you think is going on vs what is actually going on – because the two can often mean very different things.

Here's 10 steps you need to follow to conduct the perfect survey:

Step 1: Create a specific focus for your survey based on business outcomes.

Step 2: Decide how you're going to conduct the survey, whether that's via an online form or in-person interview for instance.

Step 3: Create questions that will give you the insights you need, in a way that you can measure, benchmark and compare in the future.

Step 4: Pre-frame the survey to your employees and encourage them to take part.

Step 5: Decide how you want your employees to complete the survey.

Step 6: Review results and create findings.

Step 7: Create your action plan.

Step 8: Communicate findings and actions to your team.

Step 9: Act on the results.

Step 10: Check-in 6 months later to see if you've made improvements.

For more details about these steps, please ask us for our latest guide.

And if you'd like to start surveying your employees, we're here to help.

LATEST NEWS



85% of employees are looking to change jobs

Yep, you read that right. According to a LinkedIn survey, 85% of employees are considering changing jobs. That's up 27% from last year.

Why? The number one reason, \$\$\$\$ Money. What we are seeing for the first time is that money has risen to the top of the reasons why people want to leave their jobs. Flexibility and the ability to move up in an organization are still on the list but money is now #1.

If you think your employees may be feeling this way, is it time to look at potential pay increases or other benefits you can offer to help retain your best people? Remember, it's not always just about the money right now today. If people can see career progression in their future, or enjoy other benefits like a flexible schedule, it can also encourage them to stick around.

Is time off really time off?

Do you let your employees "workation"? This is when someone goes someplace enjoyable but works while they are there. While this became somewhat popular with people who were digital nomads, the increase in remote work saw an increase in workations as well. If you have remote employees, they might be doing this already, you just don't know about it.

There are pros and cons to being more flexible about where people work. If you allow your employees to work where they want, they may see that benefit as something they don't want to part ways with. They might be happier and more productive.

On the flip side, sometimes there isn't enough work being done and you have the added headache of making sure you are following tax laws.

The good news is, it can be done so make sure that you have a way to measure productivity that doesn't include spying on your employees and consult with your tax advisor for more info on payroll taxes.

3 actions you should take to create a more inclusive workplace for women

It's 2024 and women are still facing inequality in the workplace due to their gender.

This month we celebrate International Women's Day and we want to use this occasion to give you three positive ways to take action to create a fairer, more inclusive workplace for women.

Gender bias in hiring and promotion

Women can encounter bias during the hiring and promotion processes, which results in fewer opportunities for career progression.

Your action:

Implement blind recruitment practices, where identifying details such as names and gender are removed from resumes during the initial stages of hiring.

Additionally, ensure that your company promotion criteria are clear and based on merit. Make sure you and your managers hold regular reviews to identify and address any difference in the treatment of genders.

Exclusionary workplace culture

Your workplace culture may not be as inclusive as you'd like it to be, or as you think it is. This can lead to women feeling unwelcome, which equals reduced job satisfaction and higher employee turnover.

Your action:

Promote cultural competence for all employees. Encourage open communication and welcome feedback to address any concerns related to inclusivity.

Flexible working

An unfortunate truth is that women often face challenges in balancing work and family responsibilities. Inflexible work schedules can turn this balance into a juggling act that no one wants.

Your action:

Offer flexible work arrangements, such as remote work options, flexible hours, or compressed work weeks where possible. Implement family-friendly policies, such as parental leave and on-site childcare facilities, to support employees.

You should regularly assess your policies and adapt them where necessary, to promote a fully inclusive workplace. If you'd like any help with this, get in touch.

Q&A



Is my company big enough to offer health insurance to my employees?

Probably. Because of ACA, some employers think that they have to have 50 employees to get coverage but that is not the case. Offering wellness benefits is an easy way to help keep your employees happy and healthy. We can help you figure out your best options.

Can we revoke an employment offer based on a conviction found during the background check?

Perhaps. The first thing to remember is that an arrest and a conviction are two VERY different things. If the conviction offense has a reasonable relationship to the occupation, then depending on your state laws, you may be able to. This can be a tricky one so call us before you make a move.

Who owns inventions created by employees?

The short but long answer is, it depends. U.S. copyright law says that the employer is entitled to have ownership of intellectual property that employees worked on as part of their regular job duties. Things get more complicated when an employee creates something of value that is not within the scope of or during their employment. Because of this, having the right IP agreements in place is crucial.

Let's talk on the phone

Here are three questions for you:

- Do you currently have an HR consultant?
- On a scale of 1 to 10, how happy are you with them?
- If the answer isn't "I'm so delighted I could print 1,000 flyers to spread the word about them", let's jump on a video call

You know just how important it is to get proactive, responsive HR support. That's what we do. And we're taking on new clients.



Set up a 15-minute call at <https://links.searscoaching.com/15min>

YOUR HR EXPERTS

