Emerging Trends in HR
2017

Presented by:
Robin Throckmorton, MA, SPHR, SHRM-SCP
President
strategic HR, inc.
Poll Question

• What is the one key issue keeping you up at night?
  – Are we compliant?
  – Managing generational shifts in the workplace?
  – Recruiting quality talent?
  – Providing workplace flexibility?
  – Providing competitive compensation and benefits?
  – All of the above?
Retiring Baby Boomers

Trend:
- No longer the largest generation
- About 10,000 Baby Boomers turn 65 every day
- Some are retiring and some moving to next career

Considerations:
- How will you manage this loss of wisdom, knowledge and experience?
- What can you do to retain the Baby Boomers?
- How can you transfer their knowledge to the younger generations?
Trend:

- Born 1991 to present
- Over supervised, coached, and rewarded
- High expectations of self, boss and company

Considerations:

- How can you create an environment with clear milestones, incremental rewards, and regular open communications?
• Do you know the age of your workforce? Which generation is the largest in your organization?
  – Radio Babies (Born 1930 – 1945)
  – Baby Boomers (Born 1946 – 1964)
  – Generation X (Born 1965 – 1976)
  – Generation Z (Born 1991 – present)
Gig Workforce

Trend:
- Emergence of Gig Workforce
- 55 Million Americans freelance (Source: Freelancing America)

Considerations:
- How do you attract the Gig Workforce while staying in compliance?
What is the one key resources you are using to help you find candidates in this tight labor market?

- Our brand attracts talent
- Job boards
- Resume banks
- Social media
- Recruiting agencies
- Help...nothing is working!!!
Tight Labor Market

Trend:
- Unemployment levels at record lows – about 4%
- Full employment is 5%
- Shortage of technical talent

Considerations:
- How can you partner with educational institutes to grow talent?
- What can you do internally to grow your internal “human” resource?
- What’s the candidate experience at your organization?
Workplace Flexibility

Trend:
- Not just for moms or Gen Z
- Flexible hours, flexible days, flexible location

Considerations:
- How can you flex your start and ending times for some or all jobs?
- What about adjusting the normal work day to a 6 hour day with no lunch?
- Can some jobs work from home some or all the time?
Poll Question

• How are you meeting the demand for workplace flexibility??
  – Flexible start and stop times
  – Compressed workweek
  – 5 – 6 hour days
  – Work from home on occasion
  – Work from home entirely
Performance Reviews

Trend:

– Guess what? “They’re baaaack”
– You can eliminate annual reviews but not feedback

Considerations:

• What tools and process can you create to encourage regular discussions?
• How frequent is expected and realistic in your organization?
• How do you hold managers accountable for having the discussions?
Bonuses vs Raises

Trend:
- Wages are increasing but budgets are not
- 1 – 2% salary increases are not cutting it
- More and more companies are doing performance based bonuses

Considerations:
- Are you pay increases differentiated enough to be seen as a reward for doing a good job?
- Which would have a bigger impact salary increase or bonus?
- Do you give your bonuses in a separate “live” paycheck?
Poll Question

What type of salary increases does your company offer?

- Cost of Living increase for everyone
- Performance based varying by employee
- Bonus in lieu of salary increases
- None
Parental Leave

Trend:

– Maternity leave is also starting to include paternal leave
– Paid time off is being consider at the federal and state levels
– Paid time off is growing to up to 12 weeks

Considerations:

• To be competitive, what changes do you need to make? Paid time off for dads? Paid time off for adoption?
• What’s happening in the legislative on this issue in your region?
Workplace Compliance

Trend:
- Fair Labor Standards Act – exempt/non-exempt and overtime
- Paid Time Off – sick, maternity, other leaves of absence
- Affordable Care Act
- Equal Pay
- Immigration

Considerations:
- How are you keeping informed?
- What actions do you need to take to ensure compliance?
- How can you make an impact on the workplace compliance changes?
Employee Experience

Considerations:
• What are you doing to retain your employees?
• What’s the journey of an employee with your organization?
Questions?

Feel free to contact us at:
www.strategicHRinc.com
info@strategicHRinc.com