

HR Trends in Compliance and Culture

Presented by:



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INTRODUCTION



Gabriela Norton

Founder, President & CEO

Gabriela's areas of focus include operational excellence, executive and board level decision-making, bilingual/bicultural expertise, board governance support, CEO succession planning, human capital analysis, executive coaching, re-inventing performance management methodologies, executive compensation, diversity, equity, belonging and acceptance, strategic planning and development, change management, employment compliance, organizational enhancement, executive searches, and more.

INTRODUCTION



Candace Anderson

Managing Consultant, Certified Diversity Practitioner

Candace's core specialties consist of employee relations, retention strategy, talent development, diversity, equity, inclusion, access, and belonging, organizational design, workplace culture, leadership and team development, change management, performance management, compensation and benefits, policy, process and systems design, human capital strategy development and alignment, and legal and regulatory compliance.

People Performance Resources



- A Human Capital Solutions Firm
- Dedicated to Inspiring Excellent Workplaces
- Specializes in Strategic HR Consulting, Executive Placements, Compensation Architecture, Leadership Development, Compliance, and People

Topics of Discussion

1

Latest in Compliance

- Non-Competes
- Overtime Rule
- Independent Contractors
- Pregnant Workers Act

2

Dynamics of Culture

- Burnout
- Sustainable Agility
- Employee Experience and Engagement
- Upskilling and Reskilling

Latest in Compliance

1 Non-Competes

2 Overtime Rule

3 Independent Contractors

4 Pregnant Workers Act

Latest in Compliance

Federal Trade Commission's(FTC) Ban on Non-Competes Laws

- The FTC rule has been vacated nation wide.
- Non-Compete Agreements are still valid according to the decision out of the Texas court that invalidated the FTC rule limiting non-competes.

Latest in Compliance

Department of Labor's (DOL) New Overtime Rule

Laws

- Effective July 1st, the salary threshold for exempt employees increased from \$35k to \$44k and will rise to \$45k on January 1st.
- Employers must reclassify employees if salary requirements aren't met, leading to overtime payments and tracking hours.
- Legal challenges are ongoing, particularly with the recent changes in the judicial approach to federal agency rules.

Latest in Compliance

DOL's New Overtime Rule

Key Takeaways

- Review any exempt roles within the organization that earn less than \$60,000.
- For roles being reclassified, need to assess budget impacts, compensation approaches, and effects for impacted employees.
 - How to pay
 - Overtime impacts
 - Impacts to bonuses and benefits
 - Timekeeping
 - Fair workweek, expense reimbursement, pay transparency, wage theft
- Plan backwards from an implementation date for next year to ensure adequate timing to identify and implement any changes.
 - Prepare communication plan to reduce morale impact

Latest in Compliance

DOL's New Independent Contractor Rule

Laws

- Implemented on March 11, 2024, making it harder to classify workers as independent contractors.
- Likely to increase federal wage and hour lawsuits
- Despite legal challenges, the rule remains in effect but may face more scrutiny following legal challenges and the changing judicial landscape.
(Chevron doctrine's reversal)

Latest in Compliance

The Pregnant Workers Fairness Act (PWFA)

Laws

- PWFA provides short-term accommodations for pregnant workers, treating pregnancy similarly to a disability under the ADA.
- Different from FMLA, which offers leave; PWFA focuses on accommodations.
- This may change from state to state but remains in effect in Texas despite legal challenges.

Latest in Compliance

Key Takeaways for Leaders

- Be mindful of possible upcoming changes to compensation
- Evaluate your internal employee classifications, especially those who may be setup as W9/1099
- Be mindful of all ADA regulations

Dynamics in Culture

1 Burnout

2 Sustainable Agility

3 Employee Experience and Engagement

4 Upskilling

Burnout, Employee Well-Being, Mental Health, Work-Related Stress

1

Understanding Burnout

2

Preventing Burnout

Understanding Burnout

How has burnout affected your organization's bottom line?

Understanding Burnout

Burnout Manifests as:

- Lack of Enthusiasm and Engagement
- Increase Absence
- Lower Productivity / Higher Turnover

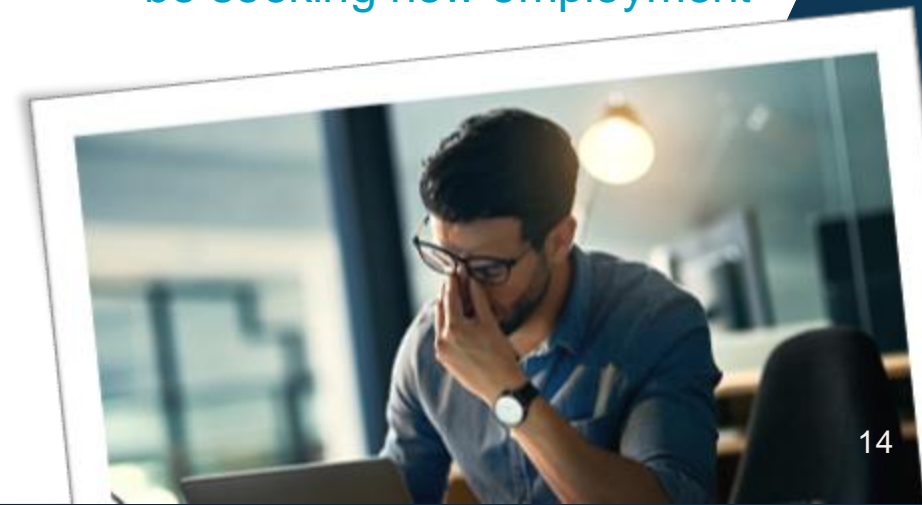
Employee Burnout Causes:

- Very Heavy Workload
- Lack of Communication / Uncertain Expectation
- Tight Deadlines and Time Pressure

How to Spot Burnout:

- Complaints of stress, overwhelmed, under pressure
- Unexplained absences or complaints of ailments associated with stress
- Signals that employees may be seeking new employment

All of this affects the organization's Bottom Line!



Burnout, Employee Well-Being, Mental Health and Work-Related Stress

Preventing Burnout – Any Ideas from Pre-read?

Adopt Flexible Scheduling:

- Flexible Scheduling
- PTO Policies that are respected

Invest in Employee Engagement:

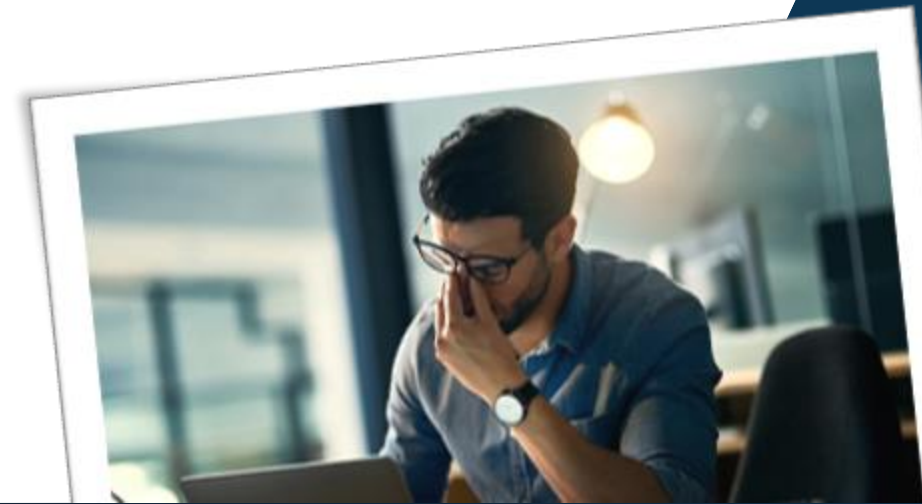
- Recognition Programs
- Bonus Programs
- Employee Awards
- Mental Health Counseling
- Financial Assistance

Invest in Essential Skills:

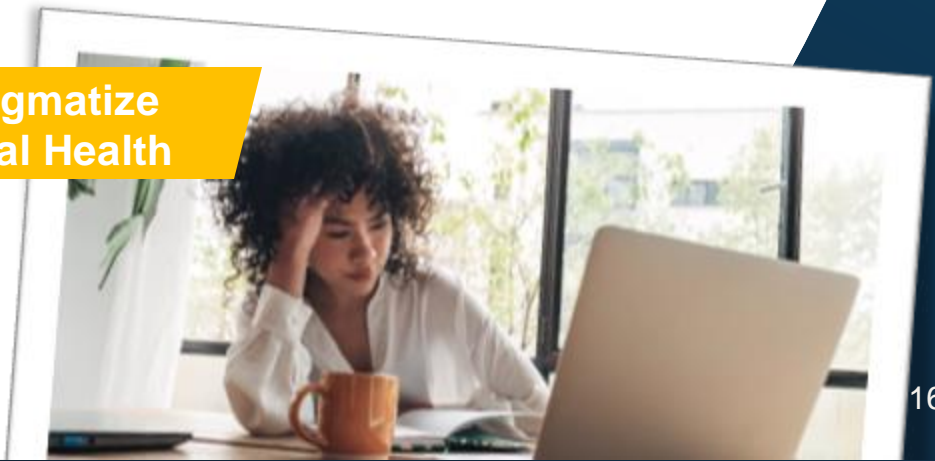
- Professional Development
- Invest in Learning Management Systems (LMS)
- Skills Training to better manage work-related and general life stress

Set Work/Life Balance Expectations:

- Clear Job Descriptions
- Give employees control over workload
- Involve employees in goal setting process



Burnout, Employee Well-Being, Mental Health and Work-Related Stress



Sustainable Agility

1 What is Sustainable Agility

2 Core Components

3 Benefits

Sustainable Agility

What is Sustainable Agility?

This is a relatively new term in people management. What do you think it means?

Sustainable Agility

What is Sustainable Agility?

Definition: The ability of a business to adapt to changes quickly and effectively while maintaining long-term sustainability in operations.

What is NOT Sustainable Agility?

This “Agility” does not refer to the Agile Methodology of project management

Sustainable Agility

What is Sustainable Agility?

Definition: The ability of a business to adapt to changes quickly and effectively while maintaining long-term sustainability in operations and ethics.

“One of the biggest employee complaints is ‘change fatigue’ and the stress it causes to be in a near-constant state of flux. Studies show that this has caused employees to be far less interested in supporting new company initiatives.”

“Top executives need to realize they cannot have an organization that is constantly changing its strategies without paying a big price for it in the stress and mental health of employees, the ability to recruit and retain, and the engagement of employees in their work.”

“Business strategies now change too fast for support practices to keep up, and the demand from business leaders to become agile with faster change is heaping major stress on employees”

Sustainable Agility

Key Takeaways for Leaders

- Are you creating internal chaos by your need to please your board/donors' requests?
- Long-Term Adaptability: systems and not just short-term fixes. Managing your yeses
- Ethical and Sustainable Practices: Ensure that rapid changes do not compromise ethical standards
- Resilience Infrastructure: Empower employees through continuous development
- Continuous Learning: Encourage employees to develop new skills and embrace change
- Strategic Flexibility: Align short-term changes with long-term strategic goals

Employee Experience and Engagement

1

Enhancing Employee
Experience

2

Strategies for Engagement

3

Measuring Engagement

Employee Experience and Engagement

Enhancing Employee Experience

Definition of Employee Engagement:

Gallup defines employee engagement as the level of involvement and enthusiasm employees have for their work and their workplace

Employee Experience and Engagement

Enhancing Employee Experience

- Assessing Employee Engagement for Workplace Culture Insights
- Strategic Approach for Stronger Employee-Company Bond
- No more Band-Aids: Looking at the Employee Experience as a Long-Term View

Employee Experience and Engagement

Strategies for Engagement

- Focus on Employee Engagement and Experience vs Customer/Donor Experience
- Six Pivotal Factors for Employee Experience:
 - Mutual Trust
 - C-Suite Accountability
 - Alignment of Employee Values and Company Vision
 - Recognizing Success
 - Seamless Technology to Reduce Employees' Friction
 - Preventing Burnout

Strategies for Engagement

Let's Hear from the Group's Wisdom

- Mutual Trust
- C-Suite Accountability
- Alignment of Employee Values and Company Vision
- Recognizing Success
- Seamless Technology to Reduce Employees' Friction
- Preventing Burnout

Key Takeaways for Leaders

Cultivating a Positive Employee Experience:

- Are you listening to respond, or are you listening to understand?
- Encourage Questions and Discussion
- Allow for “Failing Safely”
- Model Accountability
- Build Trust through Congruence

Upskilling and Reskilling

1

Continuous Learning

2

Upskilling vs Reskilling

3

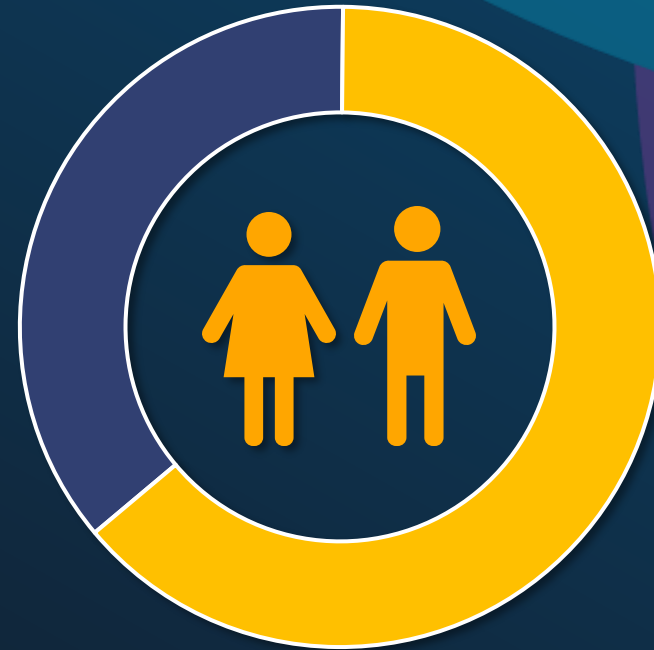
Designing Effective Programs

Upskilling and Reskilling

Continuous Learning

According to Harvard Business Review's statistics, 58% of the workforce needs new skill sets to do their jobs.

58%



Upskilling and Reskilling

Upskilling vs Reskilling

What is Upskilling:

- Designed to build on existing knowledge
- Process of acquiring new or additional skills in a similar field
- Advances talent on a linear path

What is Reskilling:

- Training for a different type of job
- Alternative to layoff
- Fit another role better
- Lateral movement

Upskilling and Reskilling

Upskilling vs Reskilling

Benefits of Upskilling and Reskilling:

- Employees leaving is not always about pay
- Employees want to feel challenged
- Provides learning opportunities
- Advancement may look different to each employee
- Do not have to layoff great employees due to knowledge gap
- Creates a pool of internal talent for senior positions
- Increased productivity, job satisfaction and better business outcomes due to improved skill sets

Upskilling and Reskilling

Audience Engagement - Designing Effective Programs

Chime In: If your company is Upskilling and Reskilling talent, can you share the motivation and benefits received from the organization and employee perspectives?

Upskilling and Reskilling

Key Takeaways for Leaders

Steps for implementing programs:

- Identify Skills Gaps
- Get Personal
- Track Results
- Adapt Hiring Process
- Share Knowledge
- Offer Apprenticeships
- Bonus Benefits of the program

Trending Topics in HR

Questions, Feedback, Comments

Q & A

Keep In Touch



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