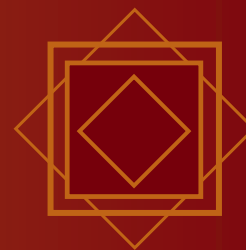


Looking for business story ideas? EverythingHR can help



EverythingHR has a team of HR and financial experts that can help media professionals cover the complex human resource issues facing large and small companies alike today. We have employment attorneys, HR professionals, certified coaches and training/development professionals ready to assist as subject matter experts.

Here are just a few story topics for consideration ...

#MeToo movement: A complaint, what next?

One priority of the #MeToo movement is changing laws surrounding sexual harassment and assault. This would involve instituting protocols that give victims the ability to file complaints without fear of retaliation. Also at issue: the ability for men and women to present a claim and know the claim will be handled respectfully for both the accuser and the accused by an independent third party. EverythingHR offers counsel and processes which address these and other #MeToo issues.

New marijuana laws perplex employers

Michigan joins 10 other states plus Canada in approving the use of recreational marijuana. What will legalization mean for employers faced with zero-tolerance drug policies, as well as businesses hard pressed to find skilled workers who can also pass a drug test? Legalization could have an extensive impact on workplace drug policies, especially amid a serious worker shortage. EverythingHR has been advising clients on this important issue, and our experts are available to share our findings and our expertise.

As job market improves, retention becomes key

A critical issue that organizations face is how to retain the employees they want to keep. Companies must anticipate impending shortages of overall talent as well as a shortfall of employees with the specialized competencies needed to stay ahead of the competition. Employers that systematically manage employee retention — both in good times and in bad — will stand a greater chance of weathering such shortages. In fact, retention/turnover was the top workforce management challenge cited by 47 percent of HR professionals in the SHRM/Globoforce survey. EverythingHR welcomes sharing our best practices for employee retention.

Recruitment trends keep evolving

More employers hope to make progress in building inclusive workplaces this year through diversity recruiting efforts and will continue to experiment with new interviewing and selection techniques, according to experts. Over 9,000 recruiters and hiring managers across the globe identified these trends, among others, as being the most impactful when surveyed by LinkedIn for the professional networking site's Global Recruiting Trends 2018 report. What's new on the recruiting scene? We've got some great examples.

How to manage a multi-generational workforce

According to the Harvard Business Review, for the first time in history, five generations will soon be working side by side. But whether this multi-generational workplace feels happy and productive or challenging and stressful is, in large part, up to you: the boss. How should you relate to employees of different age groups? How do you motivate someone much older or much younger than you? And finally: what can you do to encourage employees of different generations to share their knowledge? We've been there and would love to share our experiences.

Why incentive, recognition programs are more important than ever before

Multiple research studies and surveys across the years have shown that feeling appreciated is a key driver of employee engagement in the workplace. Undoubtedly, these feelings start with compensation — an unfair salary can discourage even the most motivated employees. However, any good manager will tell you that appreciation extends far beyond fair wage and salary increases. There is much more to motivation and rewards than cold, hard cash. Having a clear understanding of this fact can make all the difference in the world when it comes to a company's bottom line and its ability to attract and retain great talent. Contact us to learn more about how companies can achieve great things through incentive and recognition processes.

Financial wellness programs: Next new employee benefit

During the recession, many employers saw how financial distress reduced worker productivity, increased absenteeism, and undermined employees' health. Forward-looking employers have begun to act, adopting creative approaches to enhance employee financial well-being. EverythingHR has been helping innovative companies leverage technology, peer-to-peer relationships, and other promising practices to find low-cost, high-impact ways to promote financial — as well as physical — wellness at work.

Put your business tax dollars to work for you

Free and low-cost training programs are available to businesses through the U.S. Equal Employment Opportunity Commission (EEOC). EEOC's outreach programs provide general information about the EEOC, its mission, the employment discrimination laws enforced by EEOC and the charge/complaint process. EEOC also offers more "in-depth" training tailored to an employer for a fee. This training is available to private employers and state, local and federal government personnel through the EEOC Training Institute. We've worked with EEOC to develop and offer these programs and would love to talk about them.

Once ignored, these adults are finding work, and freedom

Somewhere from 66 percent to 86 percent of adults with autism and other high functioning special needs are unemployed or seriously underemployed. While the precise percentage varies, there's no doubt that employment is elusive for adults on the spectrum. Now there are major initiatives by top tech employers such as SAP and Google as well as specialized supportive work programs for adults on the spectrum. Contact us to learn more about our involvement with this important movement.

Michigan offers firms talent development grants

EverythingHR has developed and delivered training for Michigan's Going PRO Talent Fund, formerly known as the Skilled Trades Training Fund. It makes awards to employers to assist in training, developing and retaining current and newly hired employees in every industry. In addition, Employers across Michigan turn to Michigan Works! to identify skilled candidates who are prepared and ready to succeed. Michigan Works! offers statewide universal services tailored to each region's unique economy including talent recruitment and retention, job postings, hiring events and more.

Michigan's new paid sick leave

Michigan Senate members passed a bill that will change paid sick leave law, reducing required minimum paid hours off from 72 to 36 per year. This law would also exempt companies with fewer than 50 employees. EverythingHR can explain how Michigan's paid sick leave policy might affect businesses or organizations.



EverythingHR
EverythingHR Financial Services

1055 E. South Blvd, Suite 225, Rochester Hills, MI 48307

586.461.1400 // Toll-free: 877.366.4454 // fharris@EverythingHRFS.net // www.EverythingHR.net