

DID YOU KNOW

Some quick People Practice Tips to start you on your tHRive Cohort Journey

When you need a quick answer to a People Practices ("HR") topic that is scheduled for a later Cohort session, consider using the following resources: your Payroll Provider, Liability Insurance Carrier, a Board Member with legal or HR expertise, or Call tHRive. Over the next few months, tHRive will provide information and resources across a range of People Practices topics. To get you started, here are some starting tips, based on your priorities. Don't worry, more to come!



THINKING ABOUT PEOPLE PRACTICES

Be consistent and deliberate - how you address one situation with one employee may set precedent of how others will expect to be treated. Make sure your decisions and policies align with your mission and values. Watch out for what you don't know - especially in terms of regulations in areas such as recruiting and pay practices.



LABOR LAWS

Some Labor Laws apply to all organizations, regardless of size, including ERISA, Equal Pay, FLSA, HIPAA, OSHA. Others depend on employee headcount - for instance you need to have at least 15 employees to be subject to ADA and Pregnancy Discrimination, 50 employees for FML, EEO-1 reporting, Affordable Care. EEOC, discrimination? Keep in mind, regardless of if you are "required" these are employment best practices that ensure a fair and equitable work-place.



COMMUNICATION

Communication goes a long way in setting a clear direction, removing uncertainty and obstacles, and understanding perspectives. Especially in these uncertain times, focus on your interactions with your team. Check out some practical suggestions.

Communication in Times of Change

DID YOU KNOW (cont.)

BETTER UTILIZE THE TALENTS OF YOUR TEAM

Understanding strengths and goals - for each individual and the collective organization. It also involves open, ongoing conversation. Consider setting Development as well as Performance Goals, and including cross-training to learn other roles in the organization, enhance teamwork, and support needs for organization continuity and benchstrength.



RECRUITING!

Positive name recognition including understanding of your organization's mission, awareness in target communities, and strong networking can go a long way in marketing a job opening and attracting diverse candidates. Consider your social media presence, including reviews.

Top 5 sourcing Suggestions (3 minutes)

DETERMINING EMPLOYEE ENGAGEMENT AND ACTIONS YOU CAN TAKE

- Here's a quick 2minute video on what to look for
- And more in-depth conversations with each team member (in HR speak, a Stay Interview)
- Overview - what and why and some suggested questions (3 minutes)
- Additional Suggestions on Questions (<2 minutes)



FUNDAMENTAL MANAGERIAL QUALITIES

You can have a positive impact on the effectiveness of formal people practices and overall effectiveness of the organization. This link has one set of suggested best practices - what would you add or change?