

Workforce Trends, Wellness & Retention

Angela Setter & Patty Candelario

CO NAHRO

May 2019



Workplace Evolution

Welcome, I'm Angela.



I'm a visionary forward-thinking human resources leader with extensive experience in building and implementing solid strategic programs, policies, and best practices.

I focus on strategies that modernize and reinvent HR to be an effective and inclusive area of any business.

Hello, I'm Patty.

I'm a wellbeing enthusiast and Housing Choice Voucher Specialist at Housing Catalyst.

Along with that, I am a Registered Yoga Teacher and focus my training to help clients find balance and cultivate a healthy body, peaceful heart and vibrant spirit.



Workforce Trends

Create new pathways to employment – find partners

Create positive employee work experiences

Create multiple communication strategies for employees to contribute and demonstrate they understand the business

Change up performance management

Embrace technology

Workforce Trends

Hire, promote, and retain excellent supervisors, managers and leaders, everyone is a coach

Listen and respond quickly to employee relations issues

Blend jobs for growth opportunities

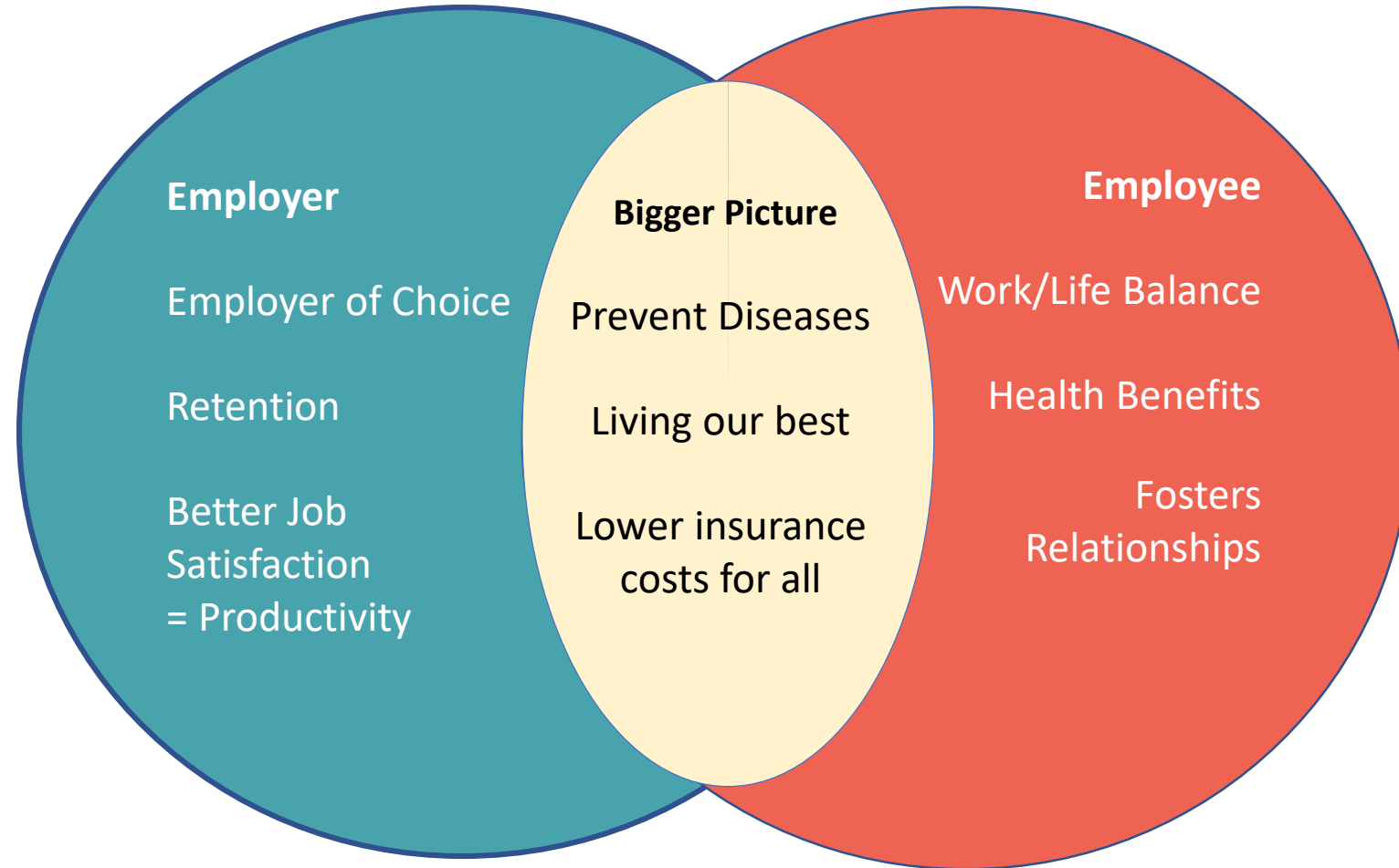
Pay competitively

WHY Wellness @ WORK?

A 2015 study by Harvard Business School and Stanford's Graduate School of Business revealed that job-related anxiety contributes to more than 120,000 deaths and \$190 billion a year in health care expenses.

Source: <https://www.gsb.stanford.edu/insights/why-your-workplace-might-be-killing-you>

Wellness



Wellness - Where to Start



Wellness: Forming a Program

- 1) Present the case to leadership and gain support
- 2) Create analysis of current staffing desires and needs
- 3) Start with what is needed, with what you already have
- 4) Evolve and Adapt

Wellness @ HOUSING CATALYST

STARTED SIMPLY- CEO support for program & funding,
created committee, collected interest data

EVOLVED & ADAPTED- listened to staff's needs,
formalized committee, created goals and worked to improve

LOOK FORWARD- Bigger and Better?

Wellness @ HOUSING CATALYST

A Few Recent Initiatives:

- Mindfulness at Work
- WELCOA's On the Move 12-week Challenge
- CSU's Kendall Anderson Nutrition Demos
- Eat the Rainbow Salad Potlucks
- Know Your Numbers
- Stress Relief Crafting Lunch
- Next? TBD

Embrace Change - Retention

Create new job roles and modernize job descriptions

Recruit from outside traditional talent pools

Modernize your workflow and client relations

Offer perks and benefits

Develop people

Embrace Change - Retention


Focus on reducing stress and creating a healthy workplace

Onboarding never stops


Employee recognition – peer to peer

Build your reputation from the inside out

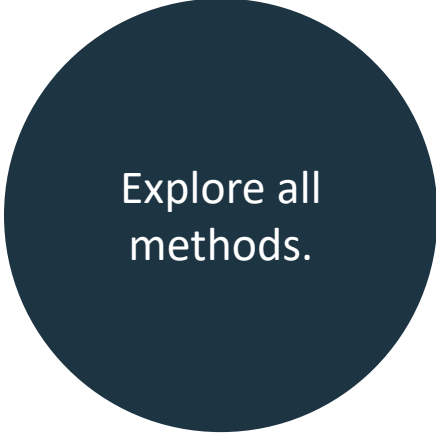
It's a three step process.



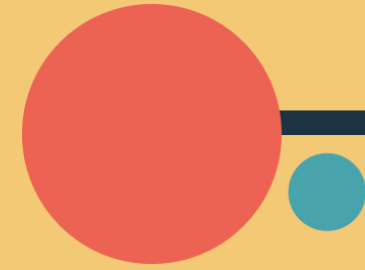
Talk to
everyone.



Modernize so
you have
better touch
with people.



Explore all
methods.



Both **Employment** and **Housing** are vital to healthy thriving communities. Adapting to changing landscapes is the freedom we all have to make the world around us better! Be part of the solution.



Thank you.

[Talkshophr.com](https://talkshophr.com)