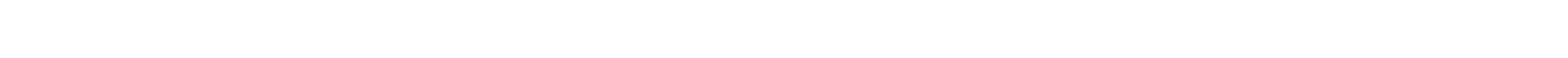
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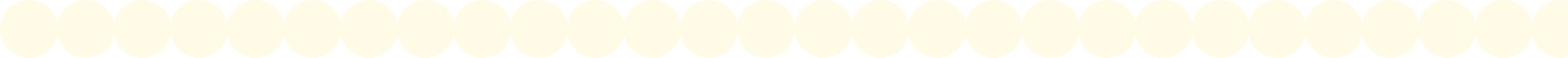
**Workplace Evolution**

Workforce Trends

Wellness

Retention

May 16, 2019



**Prepared by Talkshop HR Services**

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**Creating the Employee Experience**

* Office décor – what year is your workplace designed in – 80’s, 90’s, 2017?
* Flexibility in hours, time off, etc.
* Inclusion – Do people acknowledge my ideas and thoughts? Am I heard?
* Work environment includes introverts and extroverts equally
* Personal and professional growth opportunities
* Embrace technology
* Promote emotional intelligence and team work and collaboration
* Laugh, have fun, create a positive can-do environment
* Learn from mistakes, don’t punish or ridicule those who don’t understand or make a mistake
* Employees are appreciated, recognized, valued

**Pathways to Employment**

* Diversify partnerships in the community
* Build jobs to get to other jobs
* Build your workplace reputation from the inside out
* Let go of stereotypes and false barriers to qualifications
* Embrace technology

**Wellness**

* Provide flex time so that staff can participate in health improvement activities
* Provide adequate indoor and/or outdoor space to walk or engage in other physical activities
* Provide health-related peer support groups and mentoring opportunities
* Assess your culture and the needs of your employees
* Publicly recognize the healthy achievements of staff

**Retention**

* Build a great onboarding program that includes all employees and management
* Get to know each other and how employees like the workplace
  + what’s working | what’s not working
* Address performance issues quickly and respectfully
* Speed dial a local facilitator or mediator to help solve problems early
* Pay is important
* Be transparent about the business situation | Be solution driven
* Promote the quality of services being delivered
* Don’t do business the same way it’s been done for the last 10 years

**Critical Areas for Change**

Things that matter:

Things you can control: