

# HR Newsletter

## Is your small business ready to face the top three HR challenges of 2015?

### Inside this issue:

Tips for Hiring	2
Skills PEI	2
News Years Resolutions That Can Help Employers Step Up Their Game	3
Why Employee Engagement Matters At Your Company	4

*By: Ryan Weaver, marketing Analyst for Mentor Works (The Globe and Mail)*

Earlier this year Deloitte reported on the [Global Human Capital Trends of 2014](#), emphasizing the need of businesses to focus on engaging the workforce of the 21st century.

The report surveyed 2,532 business and human resources (HR) leaders in 94 countries. Despite Canada's reputation as a global hotbed for highly educated workers, businesses here have not been impervious to the new global challenges that have developed since the economy slipped into recession less than a decade ago. Authors of the report describe 2014 as a watershed moment in the history of human resources (HR) capital, stating:

"Future observers may look back at 2014 as a turning point: the time when the global recession ended and businesses put plans in place for a new wave of growth. But as this growth begins, companies are finding that they are dealing with a workforce with different demographics, different demands, and different expectations." - *Deloitte Consulting LLP and Bersin by Deloitte.*

### Businesses face three key strategic challenges in the 21st century

"The most significant HR capital challenges facing businesses around the globe," concluded the report, "could be grouped into three key areas of strategic focus, including: Leadership and development, talent attraction and engagement, and organizational transformation and reinvention."

**Challenge 1: Lead and develop.** The development of global leadership was rated as by far the most critical, as 38 per cent of all respondents rated the challenge "urgent" -nearly 50 per cent more than the challenge rated second most concerning. The dire need to develop competent leaders was said to be due to "two major, underlying themes: globalization and the speed an extent of technological change and innovation."

**Challenge 2: Attract and Engage.** The second most urgent need was the requirement to improve attraction and engagement of skilled talent. One of the authors, Josh Bersin, stated in a Forbes article published around the same time as the report:



**"Today employees don't want a career, they want an experience."**

With 79 per cent of businesses rating their need to improve engagement and retention of their workforce as significant, organizations need to look to provide youth employees with exciting new leadership assignments as well as coaching and training as needed.

**Challenge 3: Transform and Reinvent.** Co-author and HR Guru, Cathy Benko, recently tweeted "if talent is an inhibitor to growth, why wouldn't organizations want professionals capable of leading their company's HR departments while cultivating the next generation of leaders?" According to the report businesses competing in the 21st century need to develop HR professionals into skilled consultants while also integrating and leveraging talent, HR, and business technologies.



## How is your business planning to strengthen your human-resource capital in 2015?

Lucrative funding for human resources and training programs have been launched at both the federal and provincial level. One of the most popular of these is the Canada Job Grant program, which provides up to \$10,000 in funding (66 per cent of eligible costs) per employee to participate in high-skill training. For more information visit [Skills PEI Canada- PEI Job Grant](#).

---

## Tips for Hiring the Best Employees

### 1. Create a job Description

Having a detailed job description that tells potential employees the requirements and responsibilities of the job makes it easier to find a qualified person who is just as happy to receive the job as you are to offer it.

### 2. Play an active role

Hiring the right employees is an important task. Participating in the process sends a message to potential employees about the company culture.

If you are part of a large organization where this is not possible, make it a priority to meet the new hire once they arrive. A simple introduction and welcome to the team can go a long way.

### 3. Check backgrounds and References

Background checks should include past employment, education, and criminal history. Reference checks should be obtained from at least 2 past supervisors. You may also need to obtain the candidates permission to obtain their education history.

### 4. Get social

Social media is more popular than ever. Keeping your Facebook, Twitter and LinkedIn pages current is a great (and free) marketing tool.

# News Years Resolutions that can help employers step up their game

By: Team Ceridian

There's no reason that businesses can't formulate resolutions for the new year just the same way that people do. Even if you work for one of the world's best employers, there are still no doubt ways that you can improve. Whether it's making life better for employees, or improving workforce productivity to increase profits for the business, everyone has something they can work on.

Below, you'll find five good ideas for ways that your organization can do a better job managing talent and making the most out of each day at the office.

## **Strive for work-life balance**

You want your employees to work hard during business hours, but bear in mind that it's not a good idea to strain them further once the workday is over. A healthy balance between work and personal life is important. Try making that a priority in 2015.

## **Make wellness a priority**

Speaking of new priorities, how about corporate health and wellness? By introducing an employee assistance program, or other forms of wellness guidance, in 2015, you can set your workforce on the path toward being healthier, happier and thus more engaged.

## **Set organizational plans in motion**

Are there any major goals you have in mind for the upcoming year? Do you want to grow the business, or tackle an exciting new line of work? If so, try to invite more people to take part. Setting and planning goals is more rewarding when you have others on board.

## **Reward people's good work**

If you want your employees to continue turning in strong work in 2015, a little bit of rewards can go a long way. A small gift or a compliment can help reinforce good habits and set the stage for an exemplary year of work.



## **Focus feedback on the future**

Every manager or HR leader has some thoughts around New Year's about how to improve the organization, and that means providing lots of feedback for employees. But remember – instead of dwelling on past mistakes, it's much more effective to focus on the future and look for ways to improve. That's what New Year's resolutions are all about.

<https://ceridianblog.wordpress.com>

# 5 Reasons That Employee Engagement Matters At Your Company

By: Team Ceridian

According to LinkedIn, employee engagement is a major objective that businesses should look to address in 2015. Health insurance agent and employee engagement consultant Ron McIntyre says that doing so will have a major impact on the health of any organization. Here are five facts about employee engagement you'll be glad to know:



## **Engaged employees show up**

The first step toward business success is simply showing up. Fortunately, studies have shown that employees with higher levels of engagement are less likely to be absent from work. This is an important part of building a productive workforce.

## **Engagement translates to productivity**

On an individual level, the goal is to get each worker to be as efficient and productive as possible. And according to recent Towers Perrin data, engaged employees tend to outperform disengaged employees by 20 to 28 percent. This is a significant difference.

## **Communication is key**

In terms of team dynamics, look at it this way – employees who are engaged are more likely to communicate freely with one another. This makes it easier for workplace groups to collaborate on all different types of projects.

## **Team performance shows through**

Put it all together. People are showing up to the office, they're working harder and they're working together. Add it up, and what do you get? Consistently strong team performance. After all, that should be the goal of any manager.

## **Commitment to the organization matters**

One last note: Employees who feel engaged are also more likely to remain committed to their employers. This should help with continuity and efficiency, not to mention building a stronger employer brand.



TIAPEI  
25 Queen Street  
PO Box 2050  
Charlottetown, PE  
C1A 7N7  
Tel: 902-566-5008  
Toll Free: 1-866-566-5008  
Email: [lbevan@tiapei.pe.ca](mailto:lbevan@tiapei.pe.ca)