

People Ops Pulse

Bringing you the most up-to-date and helpful People Operations (HR) information for small business owners, entrepreneurs and partners

June 2023 ---- Issue #1



Welcome to My Newsletter!

First of all – hi! Thank you for taking the time to open up this newsletter – I hope that you find this useful and insightful!

As I mention on my website – www.wolfrosesolutions.com – People Operations (better known as HR) can be seen as scary, intimidating, and overwhelming. Based on this perception, I have heard from business owners, entrepreneurs, clients and referral partners that “I don’t want to touch HR with a 10-foot pole”. That’s where I come In – I’ll bring the pole, and let’s get to work!

My goal for you with this newsletter is to put a monthly spotlight on some of the hot topics of the day in the world of People Operations - helpful, insightful, and up-to-date information to help you keep a pulse on industry insights to help you and your business. Have an idea for a topic? Let me know!



IN THIS ISSUE

Welcome to Issue 1!

Welcome to the first edition of my monthly newsletter!

RTO vs. WFH – WWYD?

As more and more companies are mandating a return to office (RTO) after an extended period of working from home (WFH), what would you do (WWYD), and what should you consider?

Inclusive-Focused Employee Benefits

Increased focus on diversity, equity and inclusion across the nation now includes the employee benefits sector – find out key points on what this means for companies and their employees.



Inclusive-Focused Employee Benefits

An increased focus on Diversity, Equity, and Inclusion (DEI) has changed, and continues to change, workplaces all across the nation. A critical business area that DEI touches and that business owners must ensure they focus on to remain competitive and an “employer of choice” is benefits – of course, a small business with 10-50 employees may not be able to (understandably) offer a comprehensive benefits package similar to that of a 500,000+ employee organization. However, there are absolutely things you can do in order to support your staff – but also not break the bank.

For example – while you may not meet the federal threshold to be *required* to provide comprehensive health benefits under the Affordable Care Act, there are affordable plans for small business owners that can be put into place to offer to employees at a reasonable price. Also, does your business absolutely require a “standard” 9-5 schedule, or does the opportunity exist for flexible scheduling, as long as job requirements are being met?

Other examples of inclusive-focused employee benefits that can support your business include: creative PTO policies, floating holidays, parental leave, wellness programs, and certification reimbursement programs.

Want to brainstorm ideas on how to enhance your support for your employees? Let's connect!

RTO vs. WFH: WWYD? – The Return-to-Office Question



As the pandemic phase of COVID-19 has officially come to an end - many professionals and business owners are seeing the above acronyms flying across the headlines and around business websites - employees that were reassigned to a full-time WFH (work from home) status due to the pandemic are now being asked to RTO (return to office). Many employers are not asking, but are *requiring*, that employees return to the office at a minimum of 2-3 days per week, if not full time.

Especially for those that entered the workforce for the first time in the last 3 years – this return-to-office mandate (normally within a period of 90 days) feels like whiplash, up-ending the work arrangement employees have grown accustomed to, and which very quickly turn into disengagement, dissatisfaction, decreased productivity, and attrition. Thinking about requiring a return to the office? Here are some things to consider: how much does it cost to rent your business space (rent, utilities, equipment, etc.)? What is the overall cost to have a hybrid, if not fully remote, workforce? Have you done a business analysis regarding current productivity, and how/if a return to office would be an impact? Where are your current employees located- is everyone local, or do you have truly remote employees?

Not sure which route to take? Reach out to me – I can help!



From recruiting to onboarding, to training and ongoing management, and everything in-between: let Wolf-Rose People Solutions help put strategies into place to support the success of your employees – and in turn support the success of your small business.

COMPLIANT



CONSULTING



CONNECTIONS



COST-EFFECTIVE



In-person and virtual consultations are available – providing services nationwide

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