

People Ops Pulse

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

Meme & Quote of the Month:

“Corporate culture matters. How management chooses to treat its people impacts everything for better or for worse.”
-Simon Sinek



2023 – Welcome to the 2nd Half!

Hello there! As always, thank you for taking the time to open up this newsletter – I hope that you find this useful and insightful!

It's hard to believe, but we have made it to the halfway point of 2023 – the joy of month-end, quarter-end, half-year-end, and for many companies fiscal-year-end is upon us! Where are you currently at with your 2023 business goals? An important part of this is the state of your workforce – how are they feeling and performing? Are you exceeding goals, right on track or falling behind? If you and your employees aren't where you want to be, let's connect and help finish 2023 strong!



IN THIS ISSUE

Dazed & Confused – Cannabis in the US Workplace

With the legalization of both medicinal and recreational cannabis across the nation – how can you approach as an employer?

Feeling the Heat – How to Turn Down the Temperature of Employee Relations

Situations between employees, as well as employees and managers, can sometimes take a turn for the worse – how you can most effectively manage these situations for your employees and your business.

Hitting the Dollar Ceiling with Employee Retention

The focus on employee dollars as part of employee retention is now higher than ever – let's discuss strategies on employee retention to both best meet employee needs and not turn your profit-and-loss statement upside down.



Feeling the Heat: Turning Down the Temperature of Employee Relations

"Mike and Matt aren't getting along, and it's causing 'drama' in getting stuff done."

"Susan doesn't like her manager, and her manager is getting irritated every day from having to manage Susan."

"I just feel the tension here between people – and things just aren't right."

When it comes to the world of Employee Relations as part of People Operations and leadership – that world of often-heated situations can not only be challenging, frustrating, time-consuming, and daunting – but also ultimately impact the productivity and morale of your entire business.

Tips for Effective Employee Relations Management:

Be objective – gather facts, ask probing questions, and actively listen to *all* parties involved. Document, document, document.

Refer to policies – as effective employee management policies are key (most often found in employee handbooks), your company policies are your guide.

Be constructive – based on the outcome of your review, what is the most constructive path forward for both your employees and your business?

In need of guidance with Employee Relations and policies? Let's connect!



Dazed and Confused: Cannabis in the US Workplace

Since Colorado and Washington became the first two states to legalize recreational cannabis in 2012, the question remains in states that have also moved in this direction – "is my employee allowed to show up to work 'high'?" "What do I do if they do?" "What if they have a card?"

To assist business owners: even if cannabis is legalized in your state, and/or an employee has a valid medical card, an employee is *not* permitted to present to work *under the influence* of cannabis. Think of it this way – alcohol is legal at age 21 and over; would you allow someone to show up to work drunk?

Also – as cannabis remains illegal at the federal level, employees of federal agencies and workers in federally regulated industries (including transportation, healthcare, banking, etc.) are *not* permitted to use cannabis, including outside of work hours.

This is where a clear and consistent Drug & Alcohol policy for your company becomes critical. Need assistance with a policy? I'm happy to partner!

Hitting the Dollar Ceiling: Employee Retention

Employees across the nation are focused now more than ever on bottom-line dollars in their pocket. While data shows the Great Resignation has also subsided – within in-demand job fields, employees are still looking for "the highest bidder", often now starting with their own employer.

While it's not suggested that pay increases are considered every time an "ask" for a compensation review comes forward – part of effective People Operations management is to stay in-the-know on what your competitors are paying, and cost-of-living data in your metro location area. Also, as part of your overall business performance reviews – even if may cut into your profit margin, is it worth it to provide a small pay increase to address ongoing retention, or are you willing to take a business risk of possible loss of staff? Not sure where to start? Let me know – 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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