

THE CROSSING NEWSLETTER

2018 DECEMBER

CK NEWS

Carla Kuaiwa was recently installed as the 2019 President of the Board of Directors of the Asian Pacific American Heritage Association (APAHA). The organization was formed in 1992 with the mission to recognize and promote awareness and increase understanding of Asian American and Pacific Islander culture, diversity, and accomplishments through education and celebration.



HR – READY TO SAVE \$\$\$

Payroll and HR Systems

Most small-medium businesses, including non-profits, are not aware of the cost-savings associated with streamlining payroll and HR administration. These organizations tend to rely on paper-based benefits enrollment (health, 401K, etc), causing compliance errors and delays in benefits utilization.

By interfacing some or all of payroll, recruitment/on-boarding, health plans, retirement plans, and workers compensation, organizations can save up to 20% on administrative fees. On top of that, employees will be able to focus on strategic work, instead of getting bogged down by task-oriented duties.

Schedule a time with us to learn more...

What Does At-Will Employment Actually Mean?

At-Will Employment is a term used in U.S. labor law for contractual relationships in which an employee can be dismissed by an employer for any reason (that is, without having to establish "just cause" for termination), and without warning, as long as the reason is NOT ILLEGAL.

Organizations must still comply with the US Equal Employment Opportunity Commission (EEOC) regulations, Department of Labor, Internal Revenue Services, Fair Labor Standards Act, and other Federal and State employment laws.

Contact us and schedule a FREE ASSESSMENT!!

Organization Development

Have you heard of "What You Permit, You Promote?" Just like a car in need of repair isn't going to fix itself, leaders must address employee performance as they happen because employees will not necessarily fix themselves until inappropriate behaviors are dealt with clear communication and parameters.

To ensure you supervisors know how to manage their employees legally, fairly, and effectively, let us train them how.

Did you know that job applicants, like regular employees, are also protected by all employment laws? Is your hiring process compliant? Is your organization protected?



Contact Us

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WORDS FROM THE FOUNDER

Most organizations are not aware of the field of Organization Development (OD). The classic definition of OD is – An effort that is planned, organization-wide, managed from the top, increase organization effectiveness and health, through planned interventions in the organization’s “processes,” using behavioral-science knowledge.

While a doctor diagnoses disease in humans, an OD practitioner diagnoses issues in organizations. As an OD practitioner, my primary duty to my clients is to help their organizations improve individual capabilities through a set of customized interventions such as performance management, leadership development, succession planning, rewards and recognition programs, culture analysis, etc. Ultimately, these interventions will maximize employees’ potential, develop positive changes, promote the organization’s values, increase employee alignment with culture, reduce turnover rate and improve retention of the right talent at the right time.

To learn more, visit [What is OD?](#)

We love our clients so feel free to set up an appointment for a free business assessment. We will look into the effectiveness and cost savings opportunities of your organization’s Human Resources and Organization Development systems and designs and employee management practices.