

HR NEWSLETTER

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CLARITY CREATES STABILITY LEADING WITH INTENTION INTO Q2

The Workforce Landscape in Early 2026

As we move through the first quarter of 2026, I see many organizations taking a thoughtful approach. They are reviewing and refining how they manage people, documentation, and day to day operations. Not reacting. Not scrambling. Just tightening what needs tightening.

Hiring is steady. Expectations are shifting. Teams are adjusting where needed. For those operating in California, overtime rules, timekeeping practices, and healthcare wage changes continue to require attention. None of this is dramatic. It simply calls for structure. And structure brings stability.

Strengthening Organizational Alignment Before Q2

As Q2 approaches, this is a good time to pause and ask a few honest questions. Are your systems clear? Are expectations written down? Do managers handle performance issues consistently, or does it depend on who is leading the conversation?

Growth does not create stability. Structure does. If something surfaced tomorrow, would your processes support you, or would you be building the solution in real time? The organizations that move confidently into the next quarter are the ones that choose clarity on purpose.



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Helping you define success!

The Value of an Annual HR Audit

For small and mid sized organizations, an annual HR audit is one of the most responsible things you can do. It is not about looking for problems. It is about confirming alignment. Do your policies match how you actually operate? Are classifications accurate? Is documentation consistent?

An audit is not reactive. It is disciplined. And disciplined organizations tend to move with more confidence.



Structured Interviews in 2026

Candidates are more prepared than ever. AI tools have sharpened resumes and polished answers. That is not something to fear. It simply means employers need to be equally prepared.

A structured interview process protects the integrity of hiring. Clear competencies. Consistent questions. Defined evaluation criteria. Preparation can produce strong answers. Structure helps you choose the right person for the role and for your culture.

From My Desk: Anchored Presence Leadership

As leadership demands continue to rise, I am reminded that most organizations are doing the best they can with the structure they have. When expectations are unclear or systems are inconsistent, even capable leaders can find themselves reacting instead of leading with intention. Steady leadership is supported by clarity.

Anchored Presence Leadership is about how we choose to show up in those moments. Remaining calm and grounded. Being aware of the emotional climate we create. Leading with structure, strength, and compassion. When clarity and presence work together, leaders respond thoughtfully instead of reacting. As you move into Q2, build the kind of structure that allows you to stay anchored and lead well.