

HR NEWSLETTER

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WHAT LEADERS SHOULD BE PAYING ATTENTION TO RIGHT NOW

Your Handbook Is a Leadership Tool (Not Just a Document)

Employee handbooks don't always get the credit they deserve and are often treated as just another compliance requirement. They are one of the most important tools to have for a great employer-employee experience.

A clear, current handbook sets expectations, guides decision-making, and reduces uncertainty when situations arise. When it's outdated, leaders are left to make decisions based on memory, pressure, or precedent rather than clarity.

When Managers Don't Have Clarity, Inconsistency Follows

Most workplace challenges are not the result of bad leadership alone. They often come from unclear guidance paired with leadership that lacks structure and support. When expectations are not clear, even well intentioned leaders are forced to rely on instinct instead of alignment. Over time, this leads to frustration, disengagement, and employee turnover.

When policies are vague or outdated, managers may handle similar situations differently across teams. This inconsistency has the ability to create confusion, weaken trust, and increase legal risk when decisions cannot be clearly explained or consistently applied. Clear policies support fair and consistent decision making and protect leaders from having to improvise under pressure.



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Culture Is Revealed in Everyday Decisions

Culture is not defined by mission statements alone it shows up in how policies are applied on a daily basis.

How flexibility is handled, how leave is approved, and how accountability is enforced all communicate what the organization truly values. When policies align with real practice, employees experience clarity and stability instead of mixed messages.



Compliance Doesn't Stand Still Neither Should You

Employment laws, workplace protections, and expectations evolve regularly. A handbook that hasn't been reviewed in the last year may no longer reflect current requirements or best practices. Regular reviews help organizations stay aligned, reduce risk, and respond more confidently when issues arise.

How FHC Supports Leaders

We partner with small businesses and nonprofits to strengthen HR foundations, clarify leadership decision-making, and align people systems with how organizations actually operate.

Our work focuses on clarity, practicality, and alignment helping leaders move from reaction to intention.



Employee Handbook Review & Creation

Not sure if your handbook is compliant or don't have one yet? We help businesses create clear, compliant employee handbooks that actually work.

- Handbook reviews & updates ✓
- Scales with your organization as you grow ✓
- Policy clarity & alignment ✓
- State & local compliance guidance ✓
- Leadership guidance on handbook rollout ✓
- Guidance on required vs. optional policies ✓
- Strong foundation for future HR systems ✓
- Consistency across teams and leadership ✓

Contact Us Today!

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