

LEADERSHIP UPDATE: By Jennifer Martinez

I like to find easy to read articles that are relevant and share. Stephen Childs, the VP of Global HR with Panasonic Automotive wrote an article about the four key areas his organization is focusing their transformation efforts in becoming a great place to work related to:

- Culture
- Performance Engagement
- Candidate Experience
- Diversity and inclusion

<https://www.forbes.com/sites/forbeshumkeys-to-transform-your-organization-into-a-great-place-to-work/#7e9140003e0f>

For HR Business Partners or Management who are involved with performance improvement plans, another must read article on **What Tiger Woods Can Teach HR About Using Performance Improvement Plans to Salvage Struggling Employees**

By Marilyn Moran, Ford Harrison Oct 2, 2018 EntertainHR

<https://hrdailyadvisor.blr.com/2018/10/02/tiger-woods-can-teach-hr-about-using-performance-improvement-plans-to-salvage-struggling-employees/>



OCTOBER 2018

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6 Tips for Workplace Success

We all know people who have hit the wall at their jobs, bogged down in the same position, doing the same thing day in and day out for years. This situation is bad for the worker as well as his or her employer. Both fare better when employees are growing on the job.

Ashira Prossack offers some advice on Forbes.com to help you do just that:

Stay focused. We work in a world of distractions, from emails and text notifications to new projects and unexpected meetings. Figure out which distractions break your focus the most by keeping a list of the culprit every time you lose focus for a few days.

Look for patterns and adjust your habits accordingly. You might, for example, need to log out of Slack when you start writing a report.

Learn to prioritize. All of your work is important, of course, but that can make it hard to manage. The most successful people take stock of all of their tasks and prioritize. Begin by categorizing assignments by deadline and then sort them by, for example, time required or difficulty. This will help you accomplish everything on a timely basis.

Show respect. Sure, jerks sometimes get ahead. Success comes more easily, though, for those who get along with others.

Practice respect and tolerance and avoid the temptation to let snap judgments drive your treatment of coworkers. A single snap judgment can create a conflict that disrupts your team and your progress.

Don't agree with your colleague on a critical work issue? Instead of arguing until you get your way, right or wrong, pursue civil discussion to reach a compromise.

Keep learning. In the end, you're responsible for your personal development. Yet many of us who start a new position hungry to learn tend to taper off as we get comfortable with the daily demands.

Do what you need to do to stay current on the relevant trends and technologies and take advantage of various educational opportunities. When you acquire new knowledge and abilities, you position yourself to tackle new challenges that keep you engaged and boost the contributions you can make.

Cut your screen time. Not so long ago, we weren't constantly consumed by screens. While many jobs these days require us to be online in one form or another, whether via email, an intranet, or otherwise, face-to-face

Legal Update

New California Law Requires Sexual Harassment Training for all Employees - Excerpt from BLR

By Joan Farrell, JD, Senior Legal Editor

Effective January 1, 2019, employers in California with five or more employees (or independent contractors) must provide sexual harassment training to all employees (SB 1343). The deadline for compliance with initial training is January 1, 2020.

Employers must then provide the training every 2 years. Currently, state law requires employers with 50 or more employees to provide training to supervisory employees only.

Response from Consult HR Partners - Jennifer Martinez, CEO

This made me think, why does it take a state law to require Companies to do the right thing and educate their employees on a continual basis and bring awareness. Whether it is a new employee entering into the job market for their first job, an employee re-entering the job market or an employee who simply needs a refresher on sexual harassment. In saying the above, there are so many companies that are investing in developing their own customized programs or off the shelf programs to demonstrate to their employees a high level of commitment to creating an environment where employees will be free from any form of harassment let alone sexual harassment. My hat goes off to those Companies.

If your Company needs support with developing a customized Sexual Harassment Awareness Training including Anti-Retaliation, please contact Consult HR Partners.



WELLNESS UPDATE - MANAGING STRESS THROUGH MEDITATION by Michelle D'Ambria Castiglia

Meditation is an ancient practice dating back to at least 5000 years ago. It was mainly practiced throughout Asia until the middle of the 20th Century when made its way to the West. In the 1960's and 1970's it gained popularity with the hippies. Today, more and more people are using it to manage stress. Meditation can be a bit scary to some people who have never tried it. There are many different types of meditation practice that are less intimidating than sitting on a hard floor in dead silence. Some of the more popular are: guided, movement, focused, mantra, transcendental and mindfulness. A popular phone app that is free and easy to use with many options is "Insight Timer" <https://insighttimer.com/>. They have meditations as little as one minute. You would be surprised how in just by taking a couple minutes during a hectic day to close your eyes and breathe deeply, will help with increasing decision making and listening skills.



Driving Safely On and Off the Job

Safe driving is important whether you're driving to work, for work, or off-hours. *EHS Daily Advisor* provides these suggestions to stay safe on the road:

- Use a seat belt at all times—driver and passenger(s).
- Be well rested before driving.
- Avoid taking medications that make you drowsy.
- Set a realistic goal for the number of miles you can drive safely each day.
- Avoid distractions, such as eating or drinking, texting, and talking on the phone.
- Continually search the road to stay alert for situations requiring quick action.
- Stop about every two hours for a break—stretch, take a walk, and get refreshed.
- Avoid aggressive driving by keeping your cool in traffic.
- Be patient and courteous to other drivers.
- Don't take other drivers' actions personally.
- Reduce your stress by planning your route ahead of time (save the directions on your phone for easy access even without a signal), allowing plenty of travel time, and avoiding crowded roads and busy driving times.