

CONSULT | HR monthly update

partners

New Year 2019

By Jennifer Martinez

I would like to thank all the men and women who worked during the holiday season especially those in law enforcement, the armed services, the airline industry and healthcare including hospitals and urgent care centers.

For those employees who took their well-deserved vacations, hope you had a wonderful holiday season resting with friends and family.

As we start the new year and we plan our personal and professional goals, I am focusing on the importance of a positive mindset towards supporting my valuable clients, building my business, nurturing personal relationships and committing to my overall health.

Although I am a firm believer not to wait to the new year to make a change or start a new goal, January does represent the first month of the year for new beginnings. My approach is to focus on only two or three goals that are achievable.

Consult HR Partners recognizes there is a lot of planning ahead in the new year whether it is hiring new team members,

New Year 2019 continued on back



LEADERSHIP | UPDATE

The Changing Face of Total Rewards

By Randy Stollar

The start of a new year is the perfect time to give thought to your organization's "Total Rewards" package: those tools that together describe your company's strategy to attract, motivate, retain, and engage employees. From the employee and candidate perspective, total rewards equal the perceived value they receive from the employment relationship, and traditionally include the components of compensation, benefits, recognition, career development, and performance management.

The concept of total rewards is not new; HR practitioners and savvy business leaders have successfully designed and communicated rewards systems for years. Yet many companies are reporting that their rewards programs are failing to drive business results; why is this?

The traditional approach to rewards systems is fast becoming ineffective, especially in today's tight labor market. Millennials—in fact, workers across generations—now have higher expectations for flexibility and visibility around their rewards, both monetary and non-monetary. They expect professional and personal growth from their employer, and are interested in life beyond just compensation.

Deloitte's 2018 Global Human Capital Trends survey of over 11,000 companies found that rewards systems have remained relatively stagnant and standardized. The research showed that although nearly 40 percent of respondents rated rewards as "very important", only 21 percent would recommend their program to others, and just 9 percent indicated they were ready to deal with the necessary challenge of transforming their rewards programs.

To keep their competitive advantage, leading companies are now developing total rewards systems with intent, offering programs that are personalized to the individual employee. This results in rewards programs that are flexible and aligned with personal preferences and needs.

Some creative strategies being implemented include:

- Providing pay increases, bonuses, or other incentives more often than once annually; a Globoforce study found that employees who receive regular small rewards (e.g., money, points, recognition) are eight times

Total Rewards continued on back

Total Rewards continued from front

more engaged than those who receive pay increases and bonuses once a year

- Offering a range of rewards options: employees can choose whether to be remunerated in salary or stock; receive more vacation vs. higher pay; earn a higher bonus based on results vs. a smaller increase in base salary
- Regular benchmarking of total compensation against competing companies and sharing with employees how each job family is paid compared to competitors
- Implementing “continuous performance management” strategies that include semiannual performance reviews and ratings, pay increases, bonus awards, and promotions
- Focusing on “work-life effectiveness” by offering remote work arrangements, flexible work schedules, on-site daycare, an on-site fitness facility or subsidized gym memberships, tailored development programs, and team-based recognition and reward programs

As companies are wrapping up 2018, many will soon be presenting Total Rewards statements as a way of showing employees how the organization invested in them over the past year. Now is a great time to begin experimenting with new approaches to rewards, building personal relationships with each of your employees in the process—for an even better rewards story this year!



For more information on how Consult HR Partners can provide operational HR support or strategic outsourcing solutions to grow or sustain your business, please call 702-358-3603 or email: info@consulthrpartners.com.

WELLNESS | UPDATE

Sleeping—It’s Not Overrated

By Michelle D’Ambra Castiglia

@ www.michelledambra.com / hello@michelledambra.com

Insomnia, lack of rest, and stress are major contributors to health problems today. Much of people’s lack of sleep or insomnia comes from work stress, family responsibilities, relationship conflicts, money worries, hormonal imbalances, diet, burning the candle at both ends, heavy metal toxicity, and imbalanced minerals. The body goes through restoration and repair during the deep sleep stage. The brain, however, goes through revitalization and processing information during REM. If you are not getting enough deep and REM sleep which are the last stages of sleep, then you are probably waking up feeling tired, unrefreshed, suffering from memory problems, lowered immune system and mood swings.

Some things to incorporate for better sleep habits are no TV in the bedroom, avoid caffeine after 12pm, limit heavy or spicy foods at night, complete cardio workouts at least 3 hours prior to bed time, reduce bright lights and add a blue light filter on electronics after 7pm. If you are doing those things and still suffering, then you may want to get a hair mineral analysis to help identify body chemistry imbalances that could be contributing to your insomnia. We find that those with heavy metal toxicity such as high copper struggle the most with sleeping due to racing thoughts associated with this pattern. Read here for more info on sleep and health <http://arltma.com/Newsletters/SleepHealerNews.htm>

New Year 2019 continued from front

developing leadership capabilities or launching a new salary structure or incentive program to drive business results. I would like to take this opportunity to remind Companies about Consult HR Partners. We offer a wide range of operational and strategic human capital and outsourcing HR services that will directly support your profit and risk management goals. We become an extension of your team and develop work product customized to your business and culture.

Our consultants are highly experienced in providing HR support for start-up, fast growing or companies in both the private and public sector including non-profit across gaming technology, retail, hospitality and entertainment, municipalities, healthcare, real-estate, manufacturing and landscaping.

We can be an extension of your existing team or become your HR team if you are operating without dedicated HR staff. Please visit our website at <https://consulthrpartners.com/> or email at info@consulthrpartners.com or call us 702-358-3603.

WE NOW OFFER COMPENSATION SOLUTIONS!

Check out our new services at <https://consulthrpartners.com/specialist-hr-services>