

CONSULT | HR partners monthly update

WELLNESS | UPDATE

Healthy Pets

By Michelle D'Ambra Castiglia

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Dogs and cats are both beneficial for people to have as pets. Having a pet reduces stress and provides companionship to its owner(s). They also benefit from being

around us. Just like humans their diet can cause health issues if not fed a healthy diet.

Dogs can have human food and do quite well on dark meat chicken and cooked vegetables. You can also add plain broth to the food. Avoid or limit rice because it contains arsenic. Humans should also avoid or limit rice for the same reason. If you are not able to prepare a fresh diet for your dog, then the following are some good commercial brands: Nature's Recipe (Grain Free), Wellness (Complete Health), Solid Gold (Salmon & Vegetables), Nature's Variety (Lamb and Peas), Nature's Balance



Jasmine Castiglia

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COMMUNITY | LEADERS

Las Vegas Leadership Spotlight: Jennifer Fennema



Consult HR Partners is proud to partner with successful and influential leaders in our community, and we'll be introducing you to many of them over the next several months. This month we're pleased to feature Jennifer Fennema, Director of Human Resources for the City of Henderson. We recently met with Jennifer and asked her a few questions about her career; we hope you enjoy her insights into the HR field.

- **How did you get started in HR?**

I actually "fell" into the HR field. Upon completion of my Bachelor's degree in Speech Communication, I originally planned to pursue a career in journalism until a friend sent me a job posting for an HR Assistant at Montana State University. I loved the university environment and ended up as the successful candidate. I assisted employees with HR questions at the HR front desk. It was a wonderful opportunity to gain exposure to all areas of Human Resources. I eventually moved into more specialized roles in recruitment and class & compensation.

- **What do you find rewarding about working in HR?**

I find it rewarding to play a role in managing programs that make a positive impact in the lives of employees at different stages of their career. From recruitment and selection, benefits, training and development to retirement planning, HR plays an important role in adding value to the employee experience.

- **What impact did a mentor have on your career?**

Without my colleagues at Montana State University, I wouldn't be where I am today in my career. Three amazing professional women saw my potential and gave me incredible opportunities to learn many areas of HR and mature as a professional. They challenged me every day to be my best. I still stay in touch with them to this day after 23 years and I am forever grateful for their investment in me. We will be lifelong friends!

- **What advice would you give someone considering a career in HR?**

HR is a rewarding career but can also be very challenging. Cultivate your strengths, celebrate successes, and never lose your sense of humor.

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(Chicken Meal), Wild Pursuit (Lamb/Chicken Meal, Guinea Fowl Formula), and Halo.

Cats prefer moist canned cat food. Rotate the foods and don't just give them fish due to the high mercury found in most fish. Good commercial cat food brands are Avoderm, Nature's Variety, MBFF or My Best Feline Friend. If you feed your cat dry food, make sure it doesn't have grains or high in fish. If your cat loves fish, you can mash up a can of sardines and put it on the food.



June is National Safety Month!

Visit the National Safety Council [website](#) for resources on this month's topics:

1. Hazard Recognition,
2. Slips, Trips and Falls,
3. Fatigue, and
4. Impairment.

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, email: info@consulthrpartners.com, visit <https://consulthrpartners.com/>.

LEADERSHIP | UPDATE

Transform Your HR with an Effective Org Chart Strategy

By Jacob Pena

Does your business have an organizational, or org, chart? What about an **organizational chart strategy**?

If not, it should.

Many business leaders of small and even medium-sized companies assume that since their organization is small, they don't need an org chart. But if you still think of org charts as nothing more than a sheet of paper you hand a new hire, think again.

Imagine how useful it would be to see not just a list of full-time employees, but also part-time, contract and open positions overlaid with key payroll data. Such a picture could help you more easily spot when it's most advantageous to change seasonal workers into full-time employees.

Or, what if you were able to identify two to three years in advance that 70 percent of your employees in one department will all retire within six months of each other?

Being able to visualize your HR data helps you proactively plan for now and the future. A dynamic org chart gives you hard evidence of how teams are divided, where salaries are spent, and where responsibilities are centered.

A solid organizational chart strategy can help you take a more targeted approach to personnel issues and give you more time to spend growing your company.

To learn more about what integrated HR technology can do for your business, contact a CHRP representative.

