



## HR ELEMENTS<sup>®</sup>



### HR & EMPLOYEE BENEFITS NEWSLETTER

## Stay HR Savvy with HR Elements<sup>®</sup>

Welcome to the UBA Partner Firm exclusive monthly newsletter delivering insights about timely human resources and employee benefits topics.

HR Elements | May 2023

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*Dear HR Manager,*

I am a few years into my first job and want to find a mentor. How do I find someone who will help me at this stage of my career?

*– Ready for a Mentor*

*Dear Ready for a Mentor,*

Mentorship has evolved. Today, instead of one life-long mentor, savvy employees are creating a *network* of informal relationships with individuals from a range of experience levels. This strategy enables them to build a team of qualified mentors to support their professional growth.

Keep these tips in mind to develop successful mentoring relationships.

1. **Identify your short- and long-term goals.** Clarifying your objectives will be the road map to finding mentor relationships. For example, do you want to improve your negotiation skills? Look for someone with outstanding sales experience in your network pool.
2. **Give as much as you receive.** Mentorship is a two-way street. Your network will naturally want to help you if you establish a give and take relationship. Create new connections internally at

work by looking for opportunities to help. After an impromptu mentor meeting, ask how you can return the favor.

3. **Show up with an agenda.** Mentor relationships are most successful when they are development oriented and tied to professional goals. Make the most of your time together by outlining specific questions ahead of scheduled meetings.

Building your mentor network now will benefit your career in the long run.

– *HR Manager*

## Workplace Culture | Exit Strategy: Outplacement

Downsizing and workforce reductions are difficult decisions for any business. Outplacement services can help ease the transition for displaced employees and the employer. Outplacement is an employer-sponsored benefit to help workers develop skills and tools to find new employment after being terminated or laid off. A [2021 Mercer study](#) showed that fewer than 45% of companies used outplacement services for most terminations.

In today's economic climate, it may be time to evaluate whether utilizing an outplacement service makes sense for your organization.

Here are some of the top reasons employers choose to use outplacement.

- **Helps exiting employees.** Losing a job is one of the hardest things a person can go through because it affects so many facets of their life. Enrolling exiting employees in outplacement services provides them with resources to begin a new job search and helps to build their confidence. Services may include resume writing, interview workshops, and dedicated career coaching.
- **Protects employee morale.** Remaining employees often struggle following the departure of work colleagues. They worry about the welfare of departing staff and the security of their own jobs. Companies that offer outplacement may ease this transition and support the morale of the employees who stay onboard.
- **Preserves company brand.** How a company treats its employees upon arrival *and* departure says a lot about the organization. A company's reputation can be tarnished when it fails to support employees in the last stage of the employee lifecycle. Offering departing employees an outplacement benefit helps maintain the company's brand in the talent market.

Identify your company's goals in offering an outplacement program before meeting with potential vendors.

The quality of their services and client relationships is an extension of your organization, and you will want to ensure you are comfortable with their approach.

## Diversity, Equity, and Inclusion | Evaluating Company Location: Remote or Onsite

The coronavirus (COVID-19) pandemic transformed the way we work. Many offices closed for the foreseeable future and office workers transitioned to working from home. A [recent survey](#) by ResumeBuilder.com showed 90% of companies surveyed will return to the office in 2023.

Evaluate the following criteria to [decide the appropriate model](#) for your business.

### Type of work.

Consider how your employees spend the majority of their time on the clock. For example, is live collaboration key to supporting your business model? If they engage with customers face-to-face, an onsite model may be required. If instead, your employees are performing deep thought work, evaluate whether there are fewer distractions in or out of the office.

### Access to talent.

Evaluate your current talent pipeline. Are you recruiting locally or across the U.S.? Virtual opportunities tend to attract more applicants but there are legal considerations. In addition, companies must account for the varying minimum wage rates and payroll requirements of recruiting in different locations.

### Cost.

The onsite work model involves real estate, office supplies, and equipment costs. For a virtual model to be successful, companies will need to invest in collaboration technology and meeting space for onsite touch points throughout the year.

### Employee wellness and mental health.

Remote work may encourage a healthier work-life balance, but can also make it difficult for employees to separate from work. Virtual work can also lead to isolation and increased feelings of loneliness. HR professionals and leaders will want to survey employee sentiment in their current model to evaluate how to support a [healthy balance](#).

Returning to the office or a remote model has pros and cons. While evaluating your options, remember a third choice exists: a hybrid model that allows for both office and home time. This may be the ideal choice for companies that want the best of both worlds.

## Leadership Tip: Conflict Management

Evaluate the importance of the relationship and decision before choosing your response to a conflict. The [Thomas-Kilmann Conflict Management model](#) outlines five approaches: accommodating, avoiding, compromising, collaborating, and competing.