



AssetHR - Master the Connection

Education to master the connection between managers and employees.

QUOTE IT:

To make the most of a networking event, spend 75% of your time with people you don't know.

Jeffrey Gitomer

DID YOU KNOW that California is mandating paid sick leave for employees?

Until recently, offering employees paid time off to attend to issues of health was considered an option on the part of the employer, a benefit to the employee via company policy. In certain circumstances, based on the number of employees in an organization, the company is required to provide time off to attend to health issues - either for themselves or their dependents, however that time off was not required to be paid. This is commonly known as FMLA (Family Medical Leave Act), a federal requirement that pertains to organizations employing a minimum of 50 people. For companies with fewer employees, many states have regulations regarding employee time off to manage health situations but again, the time away from work is generally not required to be paid.

Recently, San Francisco voters approved an ordinance requiring local companies to provide up to nine sick days annually. The ordinance goes into effect in February of this year. We understand that the state of Massachusetts is considering a similar ordinance. The San Francisco ordinance applies to all workers, regardless of employee classification - part-time, full-time, temporary. And allows the employee to take time away from work to care for a non-family member under this ordinance.

Stay tuned to see how these local ordinances will impact future state and federal requirements, which in turn, will impact a greater number of employers.

THE MANAGER'S CHAIR: Real Relationships between Manager and Worker

The quote above is directed to encouraging sales professionals to make the most of events where they are inclined to make new acquaintances for the purpose of developing a business relationship. But I think the quote can be directed to managers as well.

How often have you, as a manager, attended a company function and truly spent time with those you know little about? Granted, we can all be pretty good at extending general courtesies and making small talk. But when it comes time to sit down to dinner and spend an extended period of time in conversation with those at the table, who do you sit with? Your peer managers? Your assistant? Your project team?

Managers, company owners, business leaders - I have a challenge for you. Between now and the next time you receive an AssetHR newsletter, make it a point to engage in deliberate dialogue with at least two employees who you know relatively little about. This is especially doable if you have a company event taking place, but if not *create the opportunity*.

It's been our experience that employees most often leave an organization because the relationships in the work place were not positive for them. And in the case where an employee truly delays leaving, even when it can be a good choice for them to leave, they lag behind often because they don't want to leave a "somebody" in the company. That's called real relationship.

Building relationships between management and employees then next among employees themselves is critical to the success of an organization. While we don't hear much about loyalty any more these days, we do know that positive relationships in the workplace still matter ... a lot. We spend too much time day in and day out in our workplace settings for this to be taken lightly.

Enhancing the performance of management teams and establishing efficient HR administrative practices are key steps in creating healthy organizations. Our passion in this area of human resource development is to enhance the satisfaction of people's work experience.

Make it your goal to be the "somebody" an employee doesn't want to leave. If you are unsure how to make that happen - call us! It would be our privilege to organize and facilitate the learning to help you get there.