BALANCING ACCOUNTABILITY AND FLEXIBILITY

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Let’s poll!
Topics for today:

• Accountability
• Flexibility
• Culture and Employee Engagement
• Emotional well-being
• Communication
• Returning to the workplace
Impact of HR Practices

1. Using validated tests in the hiring process is a smart HR practice.
2. Nearly half of the top HR performers have strategic HR plans.
3. Comprehensive employee training is a solid investment.
4. HR-focused companies choose from more than four times as many qualified job candidates than those that don’t focus on HR.
5. Top HR companies tend to have top-performing people.
6. Companies that value their people saw market value soar to more than 11 times book value.
Questions?
Key Takeaways

• Clear expectations are essential when it comes to accountability
• Demonstrating flexibility will strengthen company culture
• Don’t forget about your employees’ mental health
• Have a comprehensive plan in place before returning to the workplace
• Demonstrate you care about them personally
• Review requests on an individual basis – think outside the box
• Communication is the key!
Resources

- CDC information on COVID-19
- Information on the Families First Coronavirus Response Act (FFCRA)
- Insperity Blogs
- Effective communication and performance- How was your day?
- Managing personalities during times of change
- Self-care strategies for leaders
- Steven Covey and Patrick Lencioni Resources
Thank you for joining us!

For more information, or to speak with an Insperity®
business performance consultant, visit
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