

Working and Leading in the New Normal

Strategies and Tips for Managers



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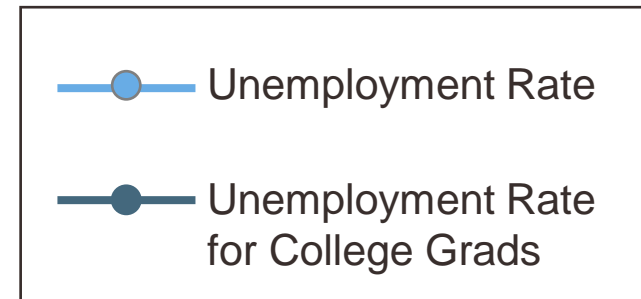
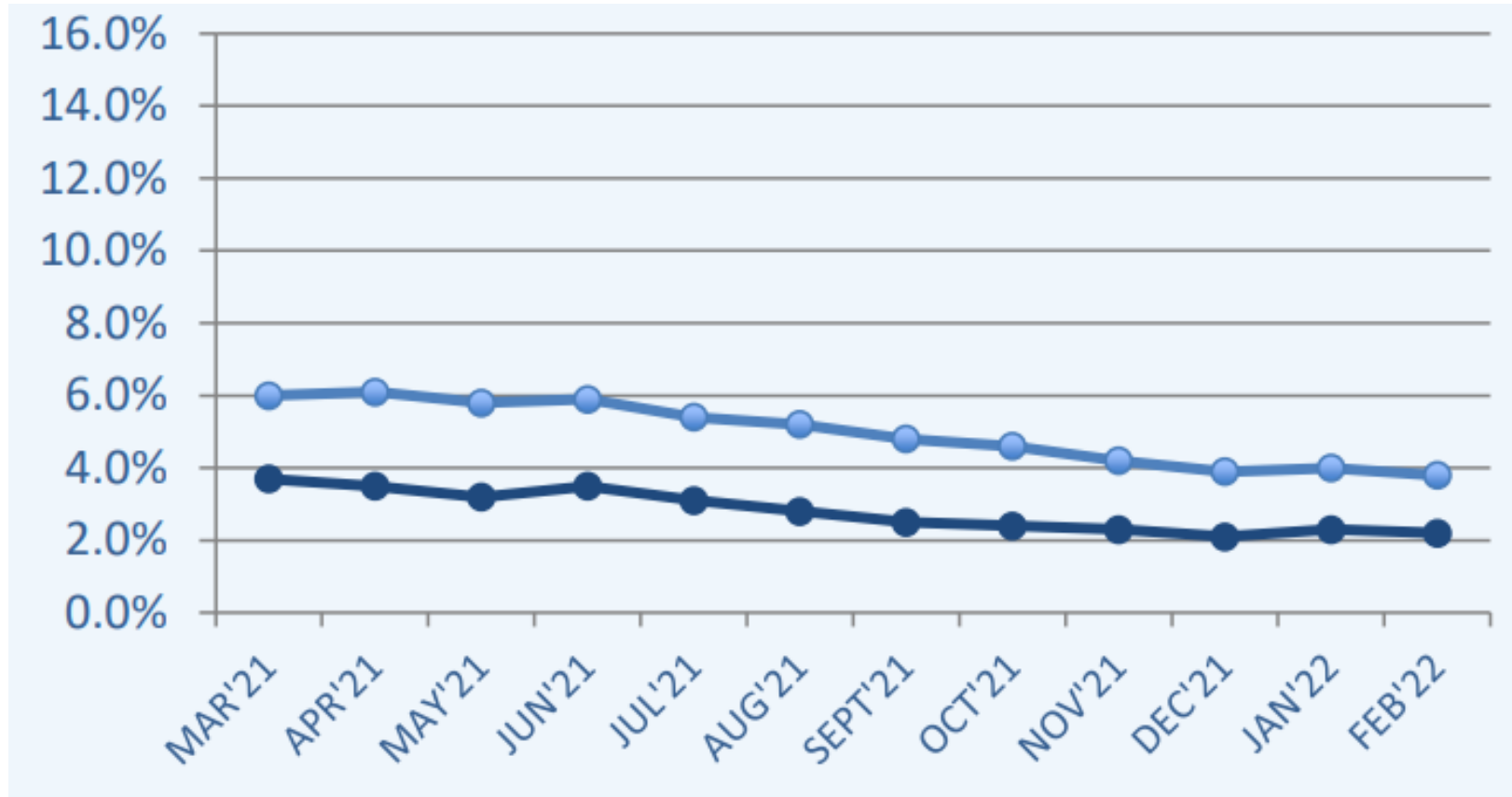


Today's **Speaker**



- The hiring environment
- How to be a better remote manager
- Hiring remotely
- Onboarding remotely
- Going back to the office
- Keeping your business moving forward

UNEMPLOYMENT RATE OVER THE PAST YEAR



Source: Bureau of Labor Statistics (BLS)

March 2022

U.S. BUREAU OF
LABOR STATISTICS
MONTHLY JOBS SUMMARY

431,000

JOBS ADDED¹

3.6%

UNEMPLOYMENT
RATE¹

2.0%

UNEMPLOYMENT
RATE FOR COLLEGE
GRADS²

¹BLS data

²College-degreed workers, 25 and older

The hiring **ENVIRONMENT**



Unemployment rate:

Iowa: 3.7%

Des Moines: 2.6%



Jobs added in Des Moines:

2,100



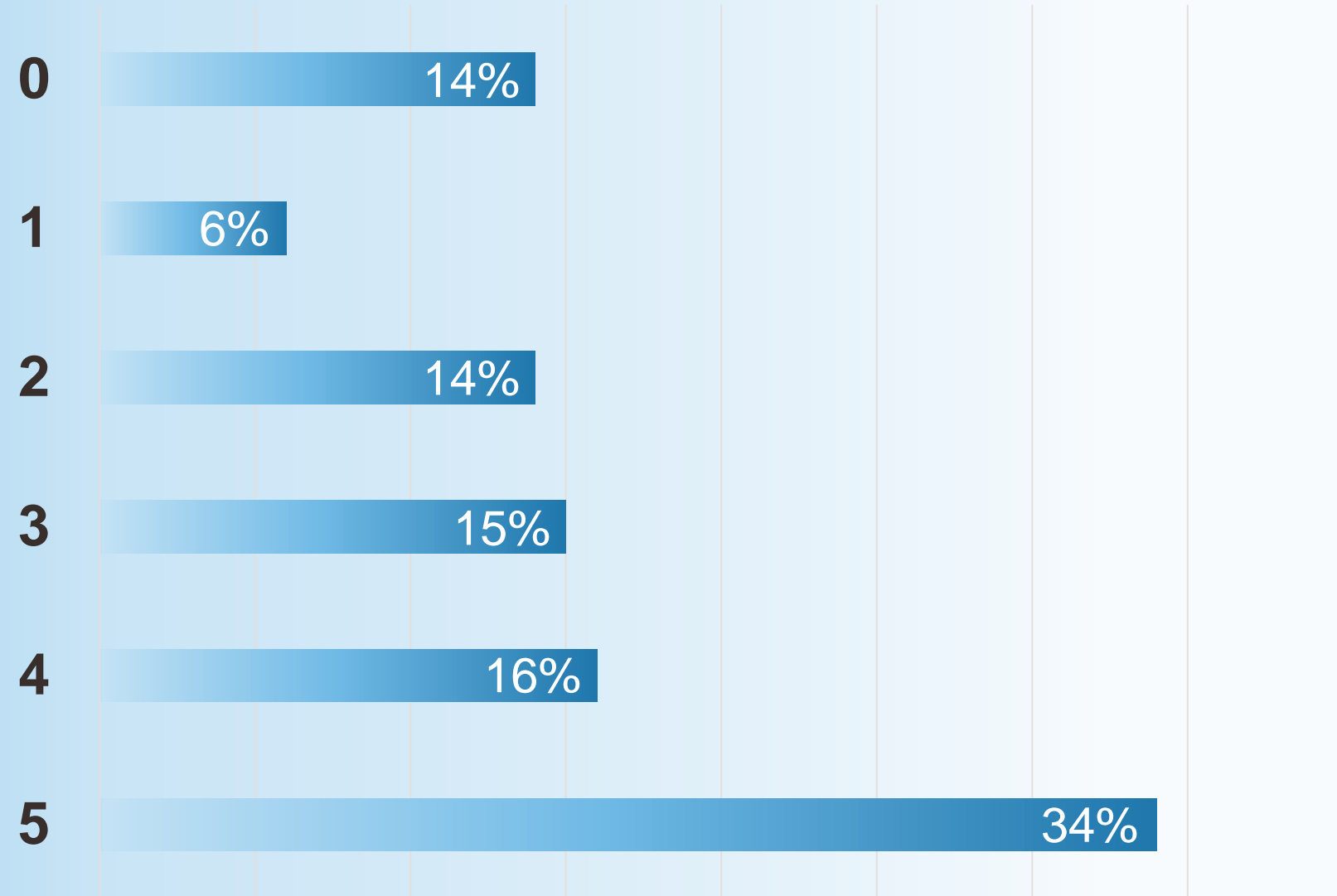
Positions in Demand Locally:

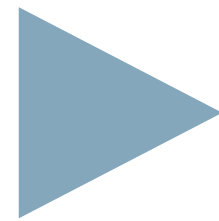
- Position 1
- Position 2
- Position 3



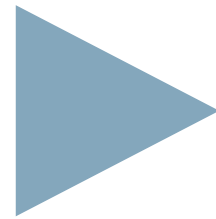
How to be a better **REMOTE MANAGER**

How many days a week would you prefer to work remotely after restrictions are lifted?

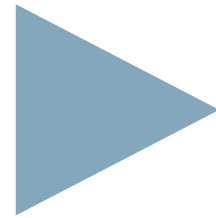




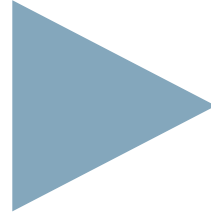
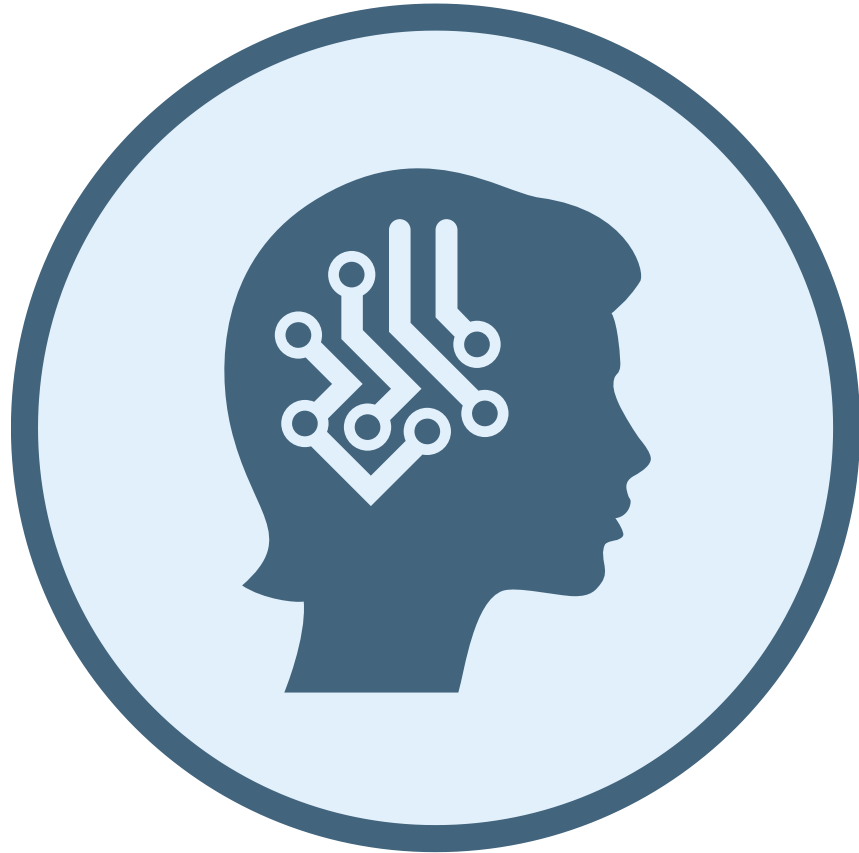
The role of **TECHNOLOGY**



Seek out
BETTER TECH



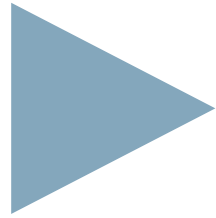
Strive for more
COMMUNICATION



Use but **DON'T ABUSE** videoconferencing

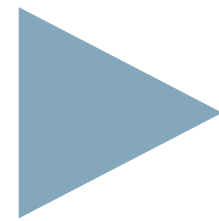
Why video chats are exhausting:

- ✓ Too much close-up eye contact
- ✓ Tiring to look at yourself
- ✓ Keeping still is unnatural
- ✓ Harder to send/receive signals

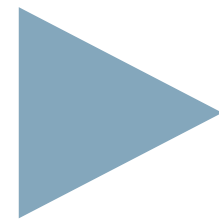


Adopt **BEST PRACTICES** for virtual meetings

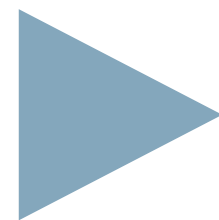
- ✓ Audio-only meetings
- ✓ Hide-self view
- ✓ Shorter meetings, frequent breaks
- ✓ Get on the phone



TECHNOLOGY
is an aid, not a
magic wand



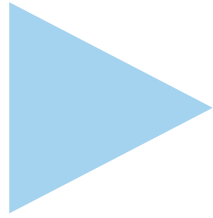
Put **TRUST** over
micromanagement



Take care of
YOURSELF

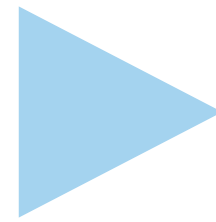


HIRING remotely



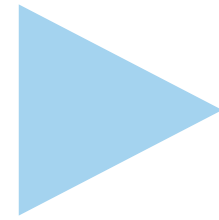
HOT SECTORS

- ✓ Technology
- ✓ Healthcare
- ✓ State and local governments
- ✓ Financial services
- ✓ Retail/e-commerce
- ✓ Professional services
- ✓ Real estate
- ✓ Education



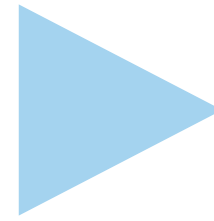
Tap multiple resources to find the **RIGHT** job candidates

- ✓ Former employees
- ✓ Current employee referrals
- ✓ Professional groups



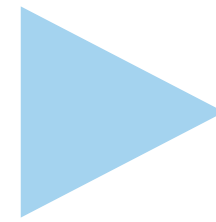
Tap multiple resources to find the **RIGHT** job candidates

✓ Remote interim staff



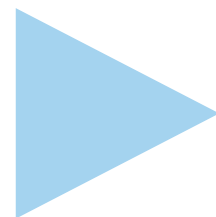
The value of **SPECIALIZED** talent solutions firms

- ✓ Accustomed to a remote hiring process
- ✓ Pre-evaluated candidates ready to work from home

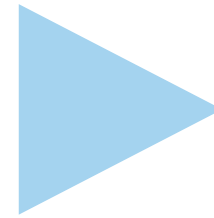


The value of **SPECIALIZED** talent solutions firms

- ✓ Secure remote technology

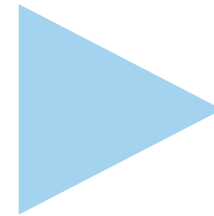


Conducting remote **INTERVIEWS**



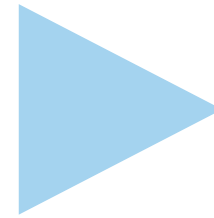
Conducting remote **INTERVIEWS**

- ✓ Use a computer
- ✓ Have a backup plan



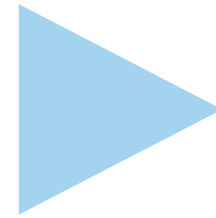
Conducting remote **INTERVIEWS**

- ✓ Evaluate aptitude for remote work
 - Tech savvy
 - Take initiative on projects
 - Good problem solvers
 - Expert communicators



Conducting remote **INTERVIEWS**

- ✓ Assess technical setup

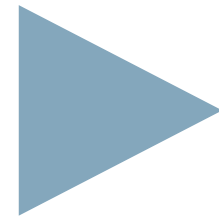


Conducting remote **INTERVIEWS**

- ✓ Consider your organizational culture

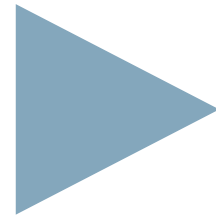


ONBOARDING remotely



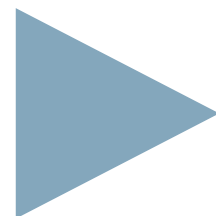
Make sure they're
set up **BEFORE**
DAY ONE

ONBOARDING remotely



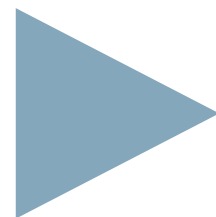
Give them an
enthusiastic
WELCOME

ONBOARDING remotely



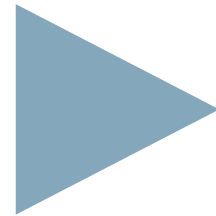
Pair them with a
WORK BUDDY

ONBOARDING remotely



Create an
online **GUIDE**

ONBOARDING remotely

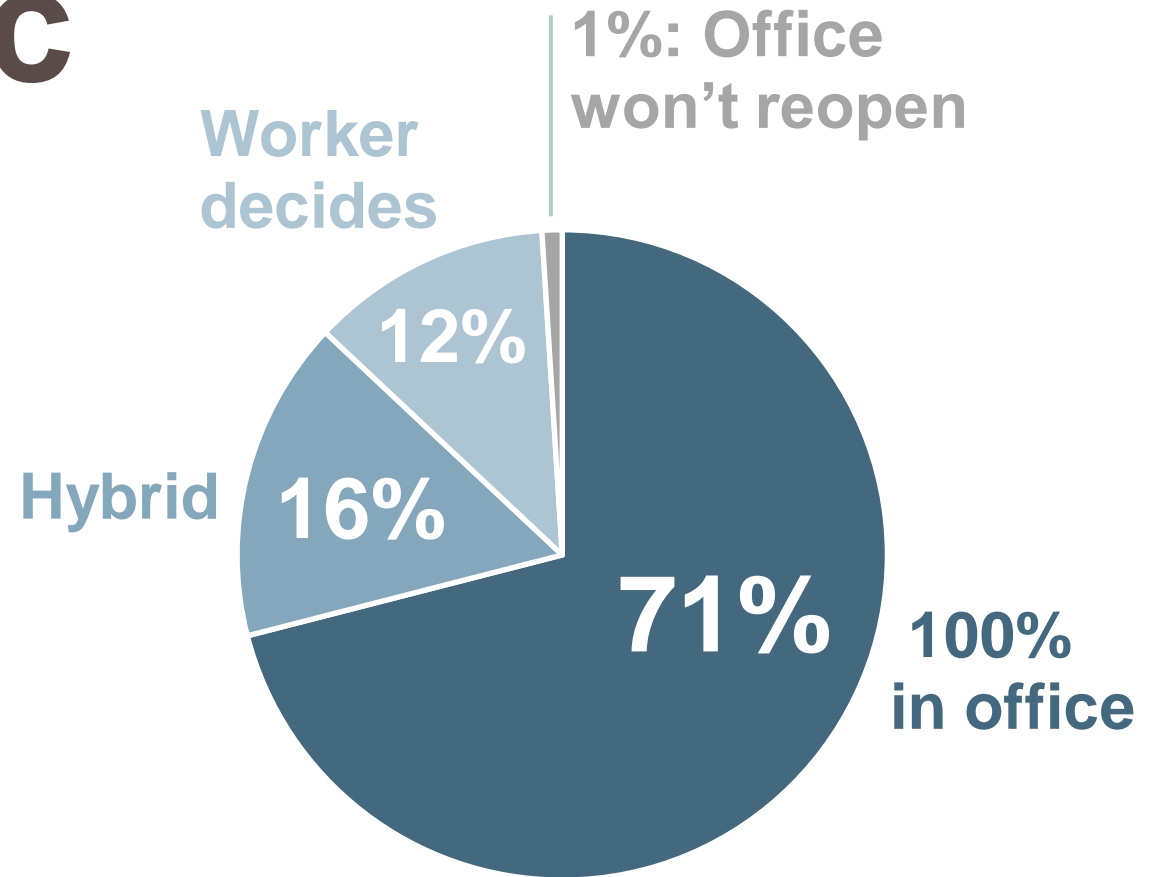


Be **AVAILABLE**
to new team
members



GOING BACK to the office

Post-pandemic reopening plans

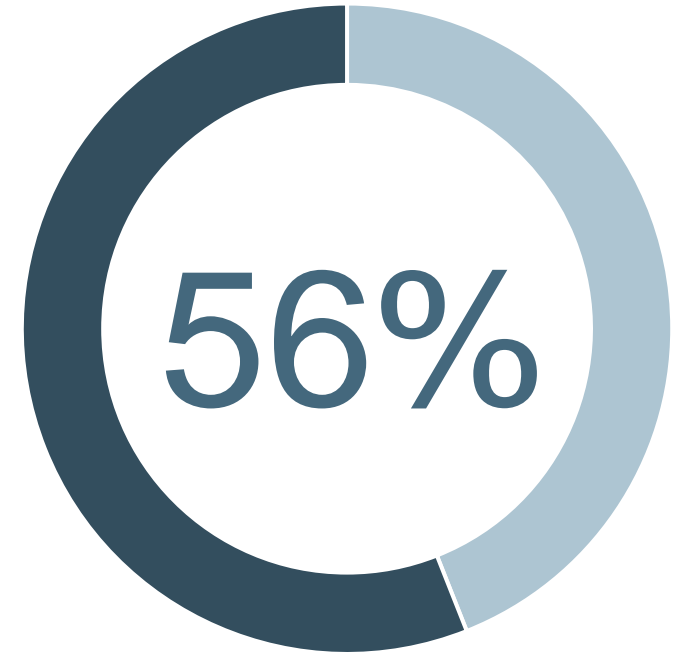


Source: Robert Half survey of over 2,8000 senior managers in the U.S. and Canada

GOING BACK to the office

Post-pandemic perks for work-life balance

Remote work is a
very important perk



Source: Robert Half survey of more than 1,500 workers, 18 years of age or older and normally employed in office environments in the United States

GOING BACK to the office



Reopening requires
dramatic changes



GOING BACK to the office

▶ Every business and individual should return at a time they deem appropriate and safe.



GOING BACK to the office

Reopening checklist

- Strategic plan regarding masking, distancing, room capacities, work travel, etc.
- Vaccine and testing mandates
- Communication, documentation and training
- Workplace flexibility
- Expanded employee support



GOING BACK to the office



Keeping your business moving **FORWARD**

Why are so many Americans quitting their jobs?

The Revolt of the American Worker

Why so many teachers are thinking about quitting

VIDEO 11:40
The Great Resignation: Why workers quit your job
These workers quit their jobs and found better ones. Here's what they discovered.

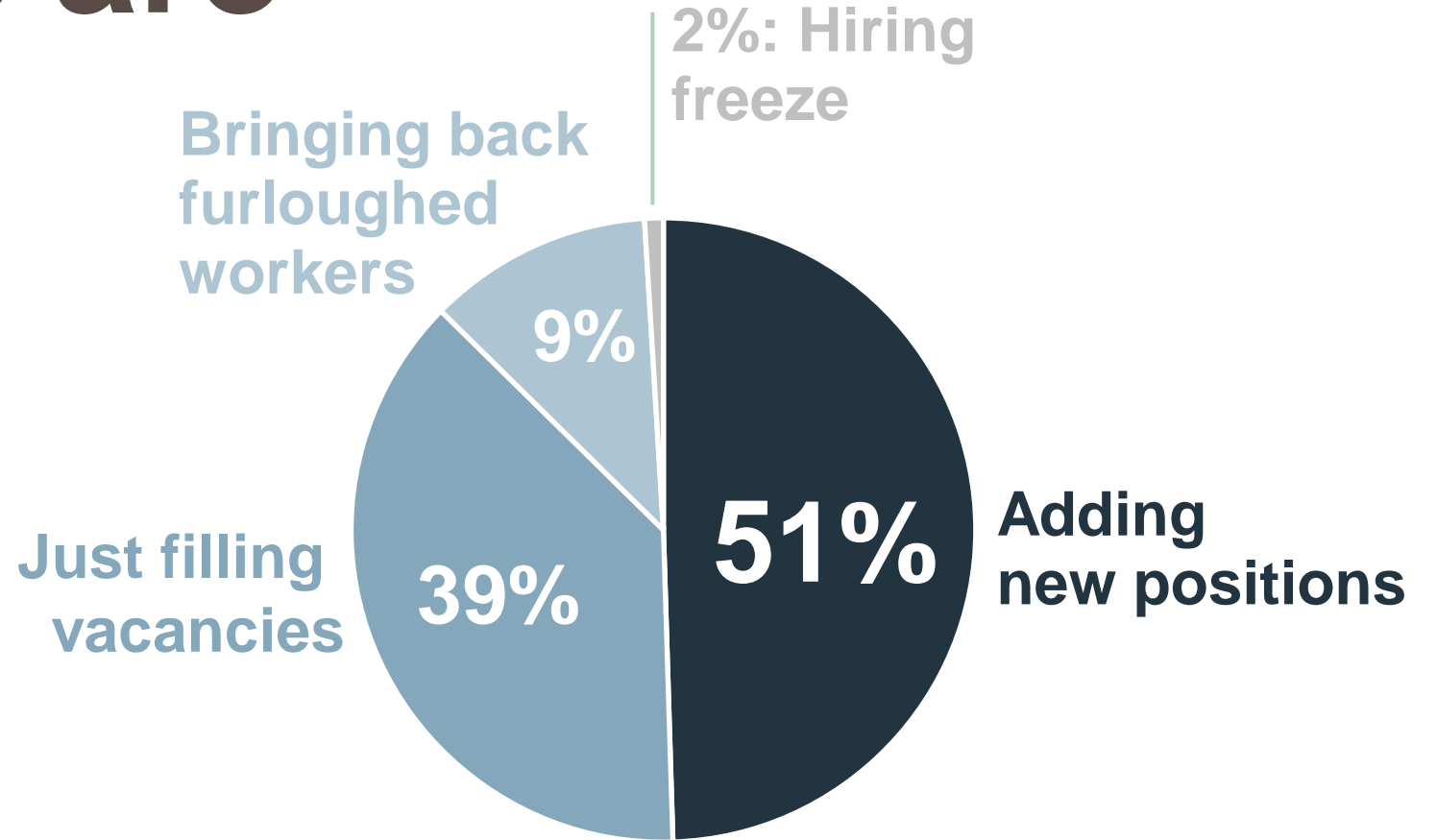
The Great Resignation 2021: People quitting jobs in droves

Texas A&M psychologist Anthony ...
"Great Resignation"

The 'Great Resignation' goes global

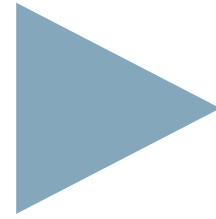


Companies are expanding



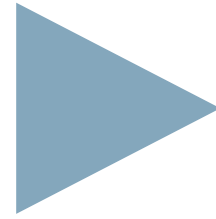
Source: Robert Half survey of over 2,8000 senior managers in the U.S. and Canada, August 2021

Keeping your business moving **FORWARD**



Flexibility when hiring for hard-to-fill positions

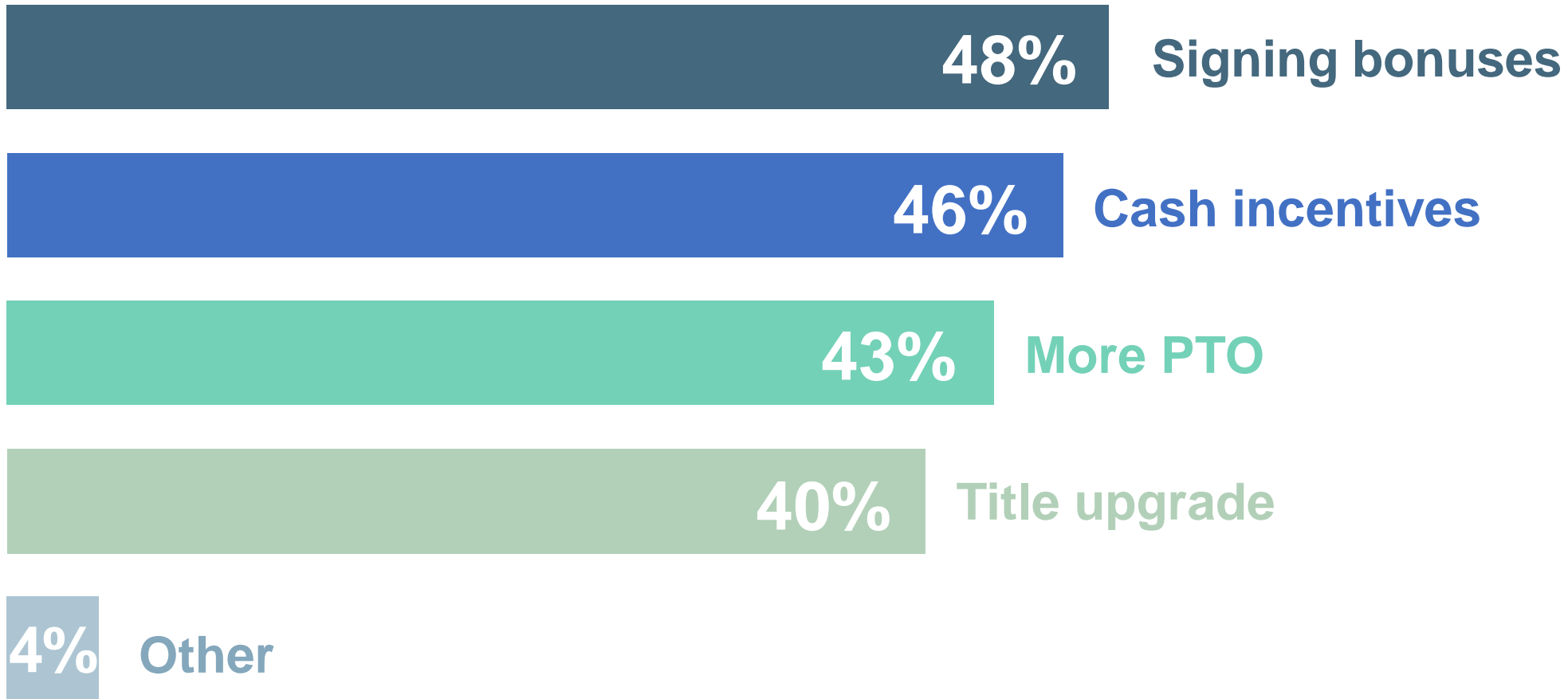
- Advanced degree: 23%
- Years of experience: 19%
- Education level: 14%
- Technical expertise: 13%
- Cultural fit: 11%
- Certifications: 10%
- Soft skills: 10%



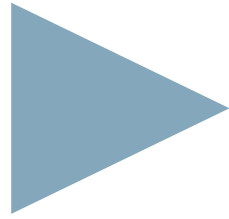
Staffing hurdles

- Attracting top talent
- Retaining top talent

Attracting and retaining in-demand talent



Keeping your business moving **FORWARD**



More **retention** strategies

- Increase salaries

Keeping your business moving **FORWARD**

2022 Salary Guide

NUMBERS WORTH KNOWING

Robert Half's 2022 Salary Guide reports projected starting salaries and employment trends for 500-plus positions across the finance and accounting, technology, marketing and creative, administrative and customer support, legal, healthcare, and human resources professions.

roberthalf.com/salary-guide/



Keeping your business moving **FORWARD**



More **retention** strategies

- Increase salaries
- Focus on employee wellness

Keeping your business moving **FORWARD**

New perks since the pandemic

Wellness programs



46%

Mental health resources



40%

Family leave



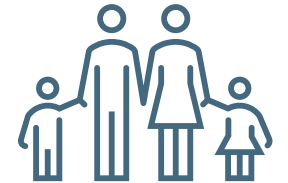
40%

Remote work equipment



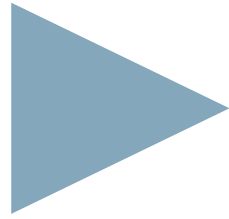
40%

Childcare assistance



27%

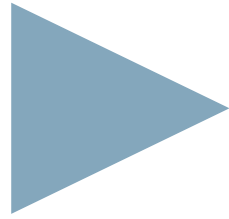
Keeping your business moving **FORWARD**



More **retention** strategies

- Increase salaries
- Focus on employee wellness
- Be flexible

Keeping your business moving **FORWARD**



More **retention** strategies

- Increase salaries
- Focus on employee wellness
- Be flexible
- Consider interim staffing

Keeping your business moving **FORWARD**



Working and Leading in the New Normal

Strategies and Tips for Managers

