Working and Leading in the New Normal

Strategies and Tips for Managers
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• 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
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 many days a week would you prefer to work remotely after restrictions are lifted?

- 0 days: 14%
- 1 day: 6%
- 2 days: 14%
- 3 days: 15%
- 4 days: 16%
- 5 days: 34%

Source: Robert Half survey of over 1,500 office workers in the U.S. and Canada
The role of TECHNOLOGY

How to be a better REMOTE MANAGER
Seek out BETTER TECH
How to be a better REMOTE MANAGER

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

How to be a better REMOTE MANAGER
Adopt BEST PRACTICES for virtual meetings

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

How to be a better REMOTE MANAGER
TECHNOLOGY is an aid, not a magic wand
Put **TRUST** over micromanagement
Take care of YOURSELF

How to be a better REMOTE MANAGER
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
Consider your organizational culture

Conducting remote INTERVIEWS
ONBOARDING remotely
Make sure they’re set up **BEFORE DAY ONE**
Give them an enthusiastic WELCOME
Pair them with a WORK BUDDY
Create an online GUIDE
Be AVAILABLE to new team members
GOING BACK to the office
Post-pandemic reopening plans

![Pie chart showing reopening plans]

- 71% in office
- 12% Hybrid
- 16% Worker decides
- 1% Office won’t reopen

Source: Robert Half survey of over 2,800 senior managers in the U.S. and Canada
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
Reopening requires dramatic changes
Every business and individual should return at a time they deem appropriate and safe.
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
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

These workers quit their jobs and found better ones. Here's what they discovered.

The Great Resignation 2021: People quitting jobs in droves

The ‘Great Resignation’ goes global
Companies are expanding

- Adding new positions: 51%
- Just filling vacancies: 39%
- Bringing back furloughed workers: 9%
- 2%: Hiring freeze

Source: Robert Half survey of over 2,800 senior managers in the U.S. and Canada, August 2021
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

- Signing bonuses: 48%
- Cash incentives: 46%
- More PTO: 43%
- Title upgrade: 40%
- Other: 4%
More retention strategies

• Increase salaries
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/
More retention strategies

- Increase salaries
- Focus on employee wellness
New perks since the pandemic

- Wellness programs: 46%
- Mental health resources: 40%
- Family leave: 40%
- Remote work equipment: 40%
- Childcare assistance: 27%
More retention strategies

- Increase salaries
- Focus on employee wellness
- Be flexible
More *retention* strategies

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