

# HR Hacks that Win Loyalty!

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## What is a Hack?

According to Hacker Today...

## How Do I Hack?

Gather a group within your company to review your HR practices and quickly learn and pivot in response to competition and changing needs.

## What Do I Hack and When?

**Recruiting/Interviewing Practices** \_\_\_\_\_

**Onboarding Practices** \_\_\_\_\_

**Training Practices** \_\_\_\_\_

**Engagement Practices** \_\_\_\_\_

**Policies/Procedures** \_\_\_\_\_

## Before You Begin to Interview...

- Where are **they** going and why? How did they **perform** in your organization?
- Identify the **position, hours, shifts, rate of pay**, and validate!
- Determine if the position needs to be **modified** or **updated**.
- Clearly identify **expectations** for performance and results.
- Assess your competition and trade area... **trendspotting**.

## Recruiting/Interviewing Hacks!

- ✓ What would make it a **WOW!** Consider the entire process from **attracting** candidates through **reference** checks.
- ✓ The new recruiting paradigm; **recruit and SELL with Honesty**.
- ✓ The new recruiting paradigm; **it is everyone's job!**
- ✓ **Share** feedback from value-proposition, customers, cool projects, giving back, growth examples, and time away in advertisements.
- ✓ Treat **candidates** like **customers**; they have many choices. Make the process real, easy, quick, memorable, and involve employees.

## Onboarding Hacks!

- Welcome Packet \_\_\_\_\_
- The Ambassador \_\_\_\_\_
- The Mentor \_\_\_\_\_
- Honor Training \_\_\_\_\_

## Training Hacks!

Are you training for where you are now or where you are going? Are there more efficient ways to do the job? Ask employees and update!

## Engagement Hacks – How to Keep Them!

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| ✓ Is the workplace enjoyable? <b>Would you work for you?</b>   |
| ✓ Provide frequent feedback; do a <b>Take Five</b> each week.  |
| ✓ <b>Tailor</b> recognition and benefits to each generation, i.e. flexibility for Generations Y and Z, plaques for Boomers, etc. |

## Policy Hacks!

Review policies at least **once per year** and update.

**Ask employees what gets in the way of doing a great job?**

**Remove an obstacle every 30-60 days.**



## Key Learning's

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### ABOUT YOUR SPEAKER

*Glenna Hecht, SPHR-Senior Professional in Human Resources, founded Humanistic Consulting in 2010 after a 30 year career leading HR/Training functions for world renowned brands. She has spoken before Fortune 100 companies, franchise and not for profit organizations. Humanistic Consulting provides outsourced human resource and training solutions to all industries. Glenna is most noted for her energy, passion, expertise, and connection with the audience. To get her monthly informative newsletter sign up at [glennahecht.com](http://glennahecht.com)*

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