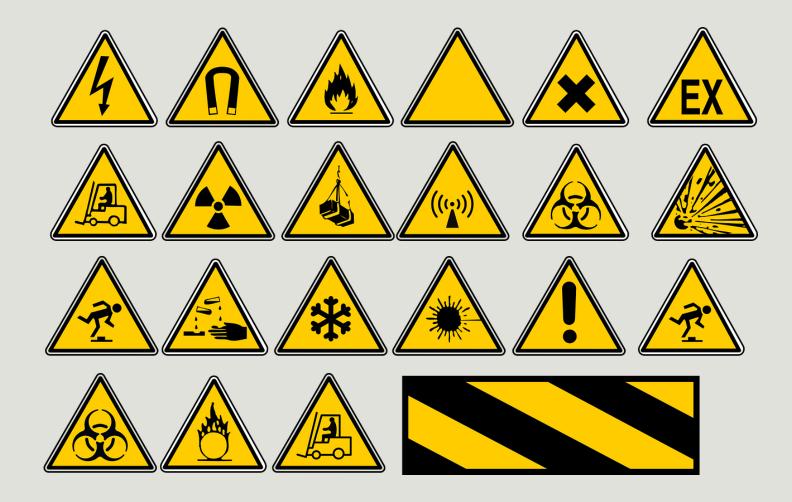
# Protect Your Business: Navigating the HR Minefield





Leslie D. Wireback February 2025



FOCUSING ON THINGS AND NOT THE PEOPLE

- Intentional Culture
- Mission, Vision, Values
- Psychological Safety
- Communicate, Connect, and Care





NOT KNOWING THE LAWS



- Learn the Laws: Based on Number of Employees
- Follow Regulatory updates
- Required Postings





- EmployeeHandbook
- Employee Files
- I-9's
- Payroll Files





NO STANDARD PROCESSES

 Standard Operating Procedures (SOP's) for Employee Life Cycle

#### Attraction:

How do we share who we are as an employer?

#### Separation:

How do we create a healthy transition experience for any employee who departs?

#### Retention:

How do we engage, reward and provide the best workplace for our employees?

# The Employee

**Life Cycle** 

#### **Development:**

How do we encourage opportunities to learn and grow for all of our employees?

#### **Recruitment:**

How do we attract the best candidates through a successful process?

#### **Onboarding:**

How do we welcome and integrate employees?





NOT MANAGING EXPECTATIONS

- Job Descriptions
- Introductory Periods
- Coaching & Accountability
- Performance Reviews





NOT TRAINING MANAGERS

- Communication
- Documentation
- Expectations
- Influence



### Navigating the HR Minefield

- What new awareness have you gained?
- What one step do you want to take?
- What questions do you have?





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