

Protect Your Business: Navigating the HR Minefield



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Land Mine #1

FOCUSING ON THINGS AND NOT THE PEOPLE

Protection #1

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



Land Mine #2

NOT KNOWING THE LAWS

Protection #2

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



Regulations

Land Mine #3

NO DOCUMENTATION

Protection #3

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

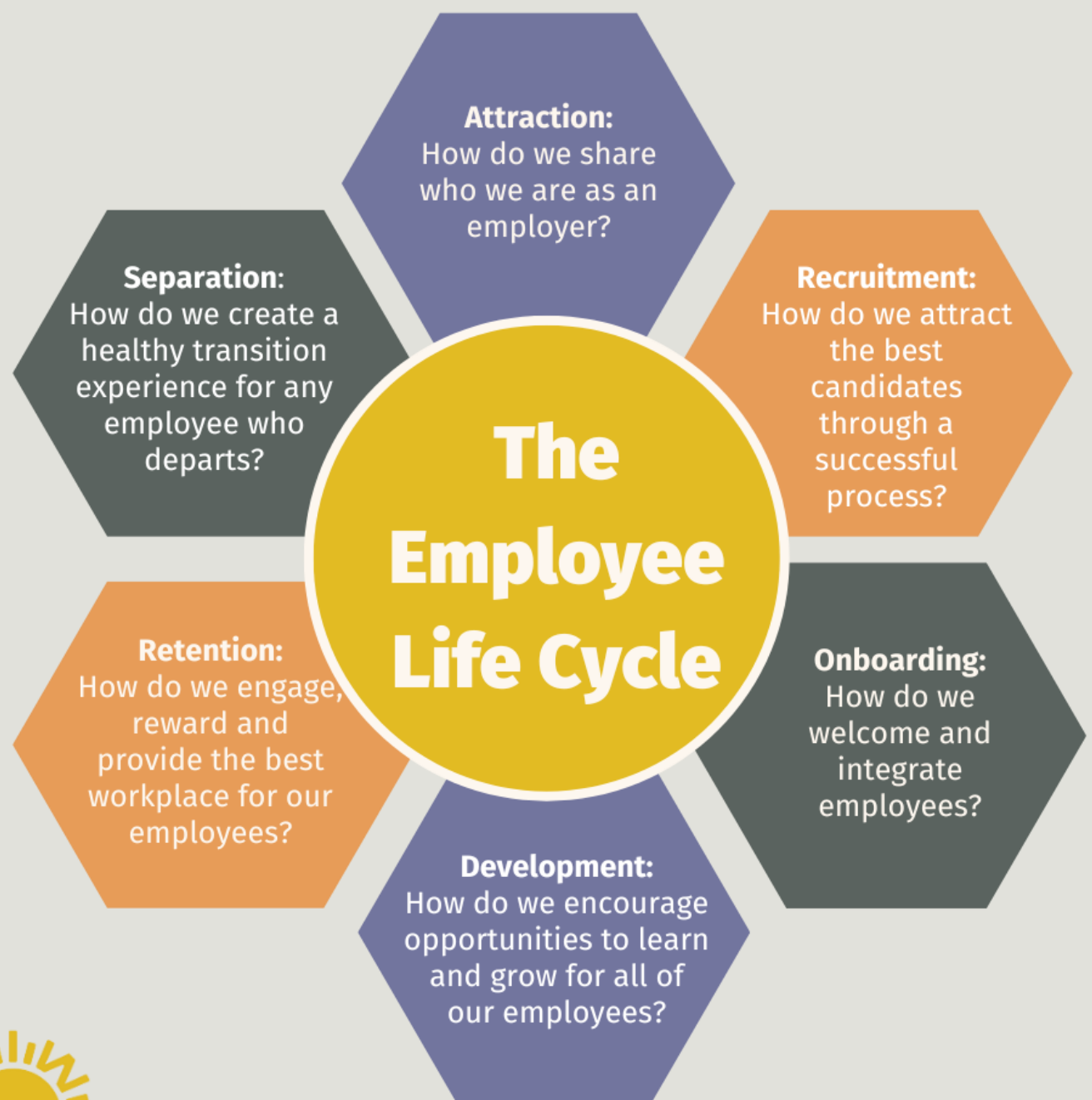


Land Mine #4

NO STANDARD PROCESSES

Protection #4

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



Land Mine #5

NOT MANAGING EXPECTATIONS

Protection #5

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



Land Mine #6

NOT TRAINING MANAGERS

Protection #6

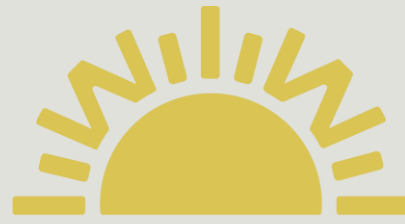
- Communication
- Documentation
- Expectations
- Influence



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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