

HR THAT
WORKS
IN TOUGH
TIMES



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TODAY'S PRESENTER
DON PHIN, ESQ.




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KNOW YOUR NUMBERS

Use the **HR That Works Cost Calculator** at
www.groupservicesinc.com

Click on **Webinar Resources**.



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KNOW WHAT YOU'VE GOT

- Test and Assess
- Rank or rate
- Employee involvement



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REPLACE WEAK PERFORMERS WITH STAR PLAYERS

- Have a plan to replace the bottom 10-25%
- Proper terminations
- Exit interviews
- Hire away the best!



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DELEGATE AND ELIMINATE

- "Highest and best use"
- "Cascade" responsibilities
- There's no time to waste!
- Consider monitoring activities



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INCREASE EMPLOYEE PRODUCTIVITY

- SOPs
- 90 Day Game Plans
- What did you get *done* today?



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RETAIN GREAT EMPLOYEES

- Competitive pay and benefits
- Show that you care!
- Open the books and teach the numbers



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DON'T GET SUED!

- Know the law- changes to ADA, FMLA, sexual harassment training
- Compliance Survey and OT Authorization Form
- EPLI coverage a must!
- Get professional advice



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USE A GREAT HR PROGRAM!



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ANY QUESTIONS ???



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CONTACT INFORMATION

We are here to help!

Group Services
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www.groupservicesinc.com



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