

MANAGING YOUR MOST VALUABLE RESOURCE



RUSHE HUDZINSKI
MBA, GPHR



WHY FOCUS ON HUMAN RESOURCES?

- **Strategic Partners**
- **Return on Investment**
- **Liability Protection**
- **Recruitment**
- **Policy Creation**
- **Benefits Administration**
- **Training & Development**
- **Savings/Profit Center**

CHERI SALE SPHR





WHAT IS EMPLOYEE ENGAGEMENT?

“Building Bridges Together”



Googleliness



What Is Employee Engagement?

It is the MUTUAL
commitment between
the Company and the
Employee



What does an Engaged Employee Look Like?

Satisfied Employees ...

Are there to **GET**

Are there to do their job

Making themselves successful

Personal Commitment

Engaged Employees ..

Are there to **GIVE**

Are there to do their job **above and beyond**

Making themselves **AND** the company successful

Mutual Commitment

Employee Engagement

can also be defined as:

Unlocking *employee potential*

to drive

High Performance



Employee Engagement

can also be defined as:

the capturing of

**DISCRETIONARY
EFFORT**



DISCRETIONARY EFFORT

Is the above and beyond effort people give if they are engaged”

The mission of Southwest Airlines

is dedication to the highest quality of Customer Service delivered with a sense of warmth, friendliness, individual pride, and Company Spirit.



Above and Beyond Effort



T-Mobile®

Get more from life®

"The value of our plans, the breadth of our coverage, the reliability of our network, and the quality of our service are meant to do one thing: help you stick together with the people who make your life come alive. That's why we're here."



Above and Beyond Effort

Employee Engagement

Is about capturing your employees' heads
And their





Highly Engaged
Employees are 480%
more committed to
make your company
succeed!



Highly Engaged
Employees are
250% more likely to
recommend
improvements.





So ...

- What happens when your employees are NOT engaged?
- 

Employees Leave



While there are many intangible and untracked costs, some estimate the cost to be around **213%** of the separated person's **annual salary!!!**

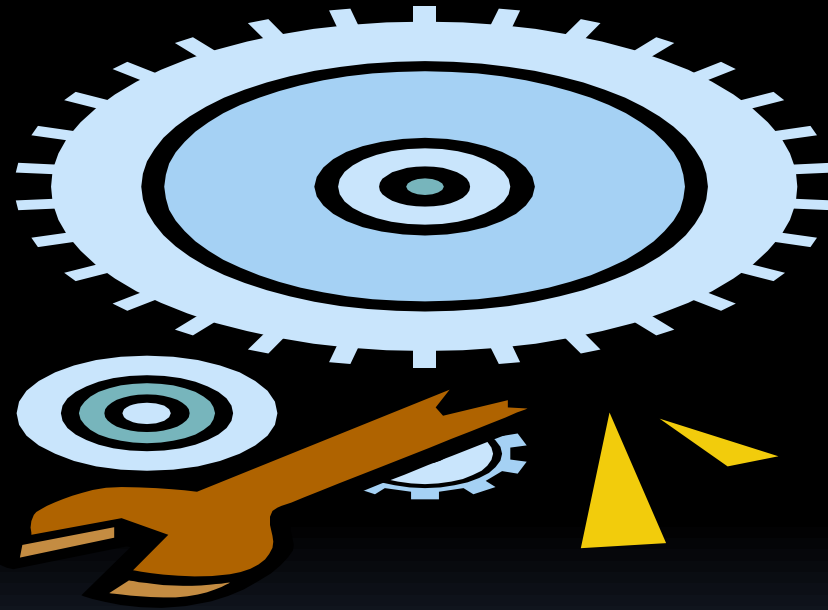
Goodbye




What does the company lose?

- Loss of productivity
- Overtime
- Knowledge and skills
- New hire costs (advertising)
- Time spent interviewing
- Onboarding / Orientation
- Training skill sets/company culture
- Departmental productivity
- Lost customers

What causes employees to be disengaged?





Disengaged Managers are **3 X**
more likely to have disengaged employees!



Bad Managers

are creating active disengagement
costing the U.S. alone an estimated

\$450 Billion

Annually!

Interesting Fact:

35% of U.S. workers said

**they would willingly forgo a
substantial pay raise**

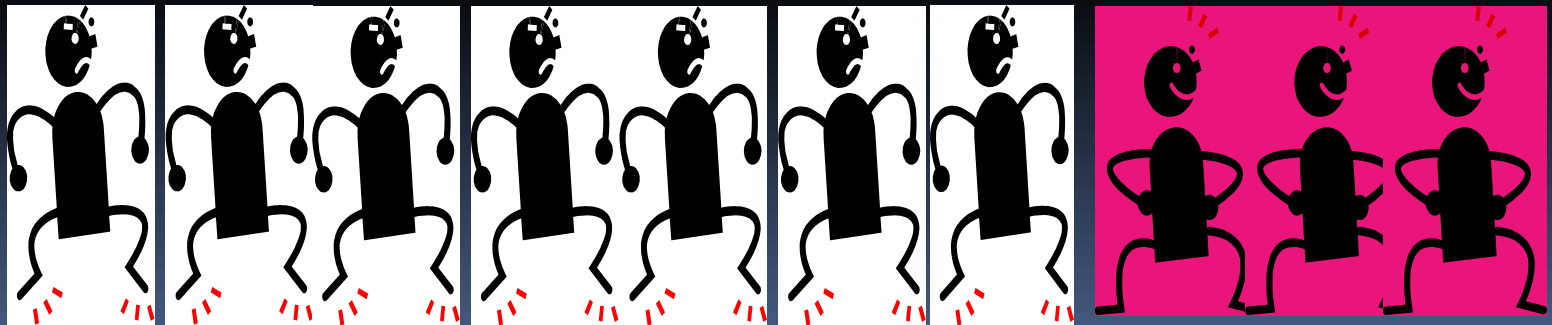
to see their direct supervisor

FIRED!



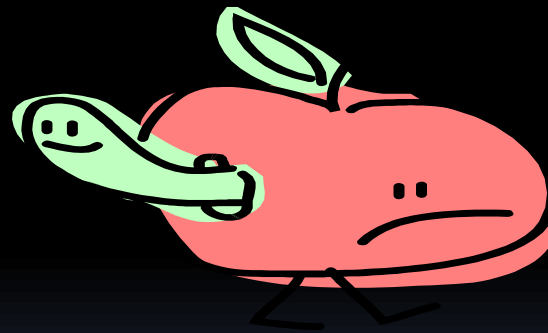
7
out of
10
employees

are
disengaged
or
actively
disengaged



Leaders are starting to
pay attention.

Many savvy executives recognize that disengaged employees are among the biggest threats to their businesses.



**EMPLOYEE
ENGAGEMENT
IS
OWNERSHIP!**

So what is the **#1** way
to boost employee engagement?

Trust in management !





Top ways leaders build Trust

1. Care about Employees

2. Have Integrity

3. Demonstrate Competence



Train your supervisors

- Expect and cultivate your supervisors to engage their employees as well. This is a top to bottom endeavor.
- Weed out your underperformers and reward your best performers.
- Recognition, recognition, recognition!

Most Importantly ...



It's worth the emphasis.



Also: Purpose and Values

It's no just **what** you do,
It's **why** you do it!

*Employees become engaged when
they know **why** they are doing
something and **what** their
contributions do for the company
and community!*

**TO OBTAIN ENGAGEMENT
REMEMBER THESE 4 THINGS**

Input

Involve

Interact

Improve

Employee Engagement can
re-energize your business and
propel it into the future!

You can't do it alone.

Ask for **Input**, **Involve** your
employees, **Interact** with them and
get feedback and

Improve your business!!!

Thank you!

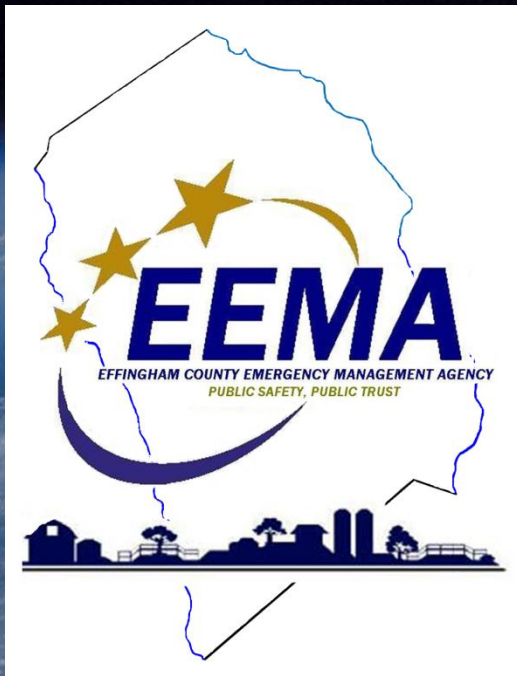
Cheri Sale, SPHR

email: csale@effinghamcounty.org

Telephone: (912) 507-3500

EDWIN MYRICK
BSCJ, CEM





Emergency Preparedness Workplace Disaster

**Edwin Myrick, Director
Emergency Management
912-754-8200 Office**

eema@effinghamcounty.org

SMS Text Alerts: Text [follow effinghamema](https://www.effinghamcountyga.gov/eema) to 40404 to sign up!









On average, over 70% of companies who lose their computer systems and data in a disaster go out of business within 18 months.



SIX FLAGS OVER TEXAS

Passenger was ejected from seat and fell 75 feet before hitting a metal beam





CENTURY

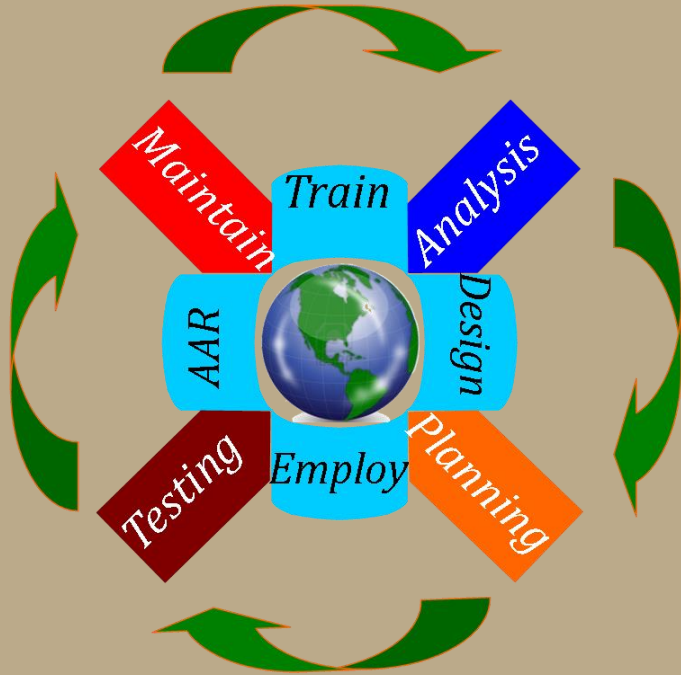
16

DEVER POLICE LINE - DO NOT CROSS
LA POLICIA DE DEVER - NO CRUCE LA LINEA

Scenes from West Virginia's water crisis



Business Continuity Plan



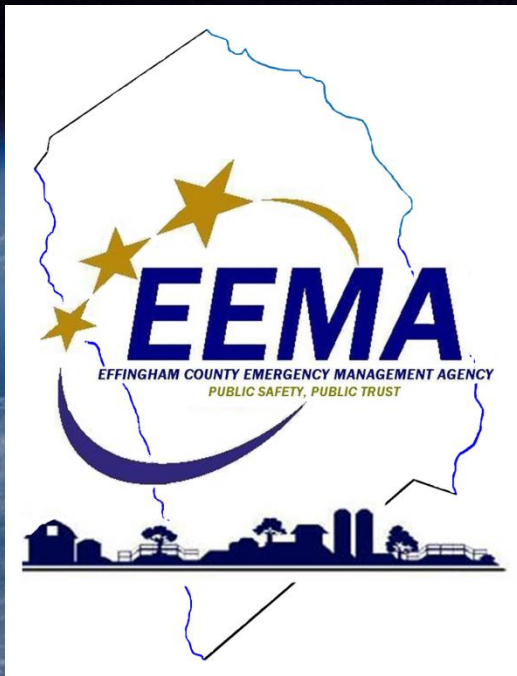
Communications Plan



SMS Text Alerts: Text follow effinghamema to 40404

Exercise those Plans!





Emergency Preparedness Workplace Disaster

**Edwin Myrick, Director
Emergency Management
912-754-8200 Office**

eema@effinghamcounty.org

SMS Text Alerts: Text [follow effinghamema](https://www.effinghamcountyga.gov/eema) to 40404 to sign up!

WADE HERRING ATTORNEY



	ADA	FMLA	GA. WORKERS' COMPENSATION
Application to Employer	15 or more employees	50 or more employees	3 or more employees
Pre-requisites for Employee Coverage	Employee who can perform essential job functions with or without reasonable accommodation	50 or more employees within 75 miles of employee's worksite; worked one year + 1,250 hours in previous year for employer	Employee status
Triggering Health	"Disability:" physical or mental impairment which substantially limits major life activity; record of such impairment; regarded as having such impairment.	"Serious Health Condition:" involving 1) inpatient care; or 2) continuing treatment by healthcare provider - incapacity for over 3 days and at least 2 treatments; pregnancy or prenatal care; or permanent or long-term illness	Injury arising out of and in the course of employment
Employee Notice	Employer must know of disability	30 days notice if foreseeable, otherwise as practicable	Must report within 30 days per statute - liberally interpreted, e.g., absence from work may serve as notice
Ability to Work	Must be able to perform essential job duties	Unable to perform job	Covered irrespective of ability to work - i.e., medical benefits
Part-time / Leave	May be required as part of reasonable accommodation	Intermittent/reduced leave available for serious health condition of employee or employee's family member if necessary	TPD benefits available
Paid Leave	Not required	Not required, but paid sick, vacation or disability leave may be substituted unless workers' comp benefits received	Paid - TPD or TTD benefits
Length of Leave	Depends on undue hardship to employer	Up to 12 weeks in 12 month period	Until able to prove return to gainful employment or availability of suitable employment
Light Duty	Not required to create; may be required to provide as reasonable accommodation depending on availability	Cannot require, but may offer	Not required; may decrease or eliminate benefits with suitable light duty job
Doctor's Note	May be used to prove disability and determine accommodations needed to perform essential job functions	Medical certification can be required; re-certification can be required for leave over 30 days	Employee has no right to confidentiality; employer can obtain medical records
Anti-Retaliation Provision	Yes	Yes	No
Job Protection	May be necessary if preserving job is reasonable accommodation without causing undue hardship	Employer must provide returning employee with same or substantially similar position; key employee exception	None
Health Insurance Benefits During Absence	Reasonable accommodation without undue hardship may require maintaining employee benefits	Employee required to pay their portion of premiums; employer must reinstate health benefits at time of return	Not Required
Remedies	Reinstatement, back pay, comp and punitive damages subject to caps depending on employer's size, attorney's fees	Reinstatement, back pay, liquidated (double) damages if violation was willful, attorney's fees	Medical benefits, temporary partial disability benefits, temporary total disability benefits; permanent partial disability benefits, attorney's fees, penalties

**REBECCA SCZEPANSKI
ATTORNEY**

**GINI NICHOLS
AIFA® - FINANCIAL ADVISOR**



THANK YOU !



