

# MANAGING YOUR MOST VALUABLE RESOURCE



**RUSHE HUDZINSKI**  
**MBA, GPHR**

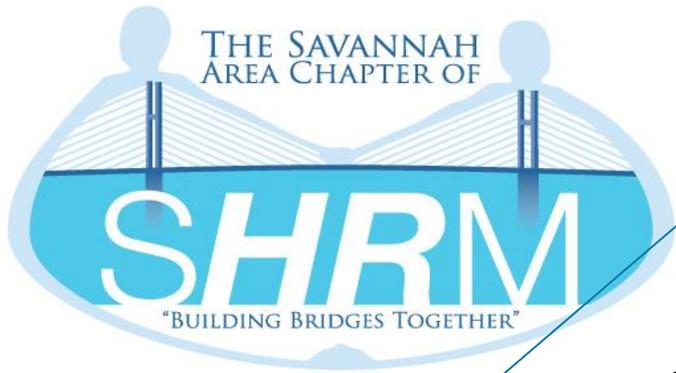


# WHY FOCUS ON HUMAN RESOURCES?

- **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!!!**

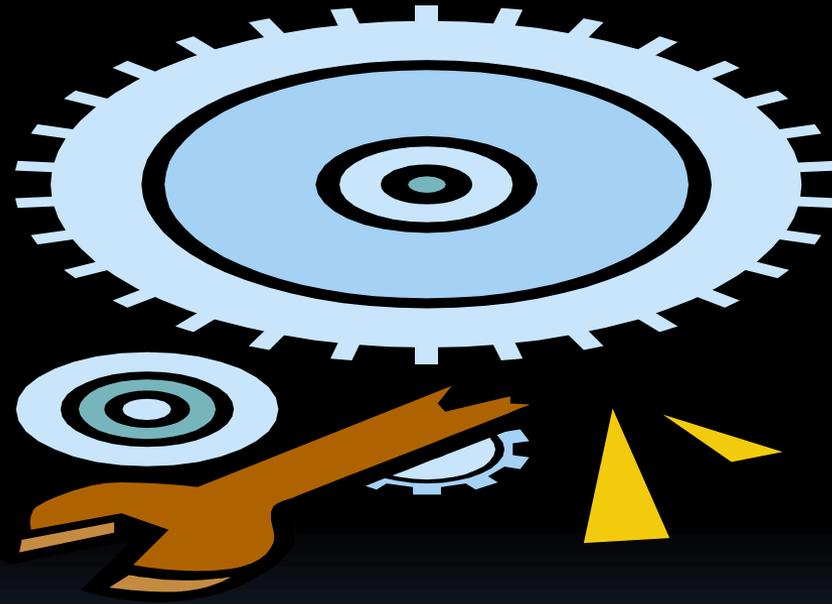
*Goodbye*



# 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**

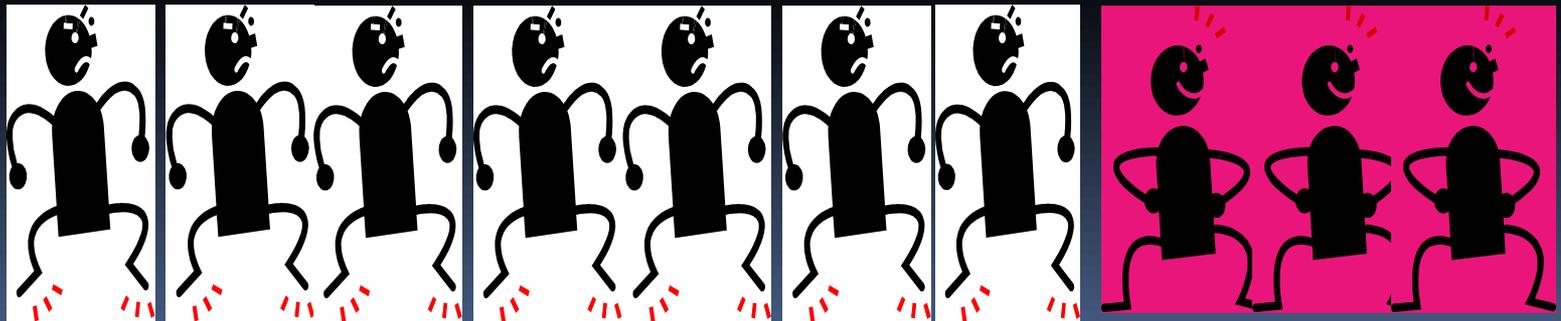
to see their direct supervisor

**FIRED!**



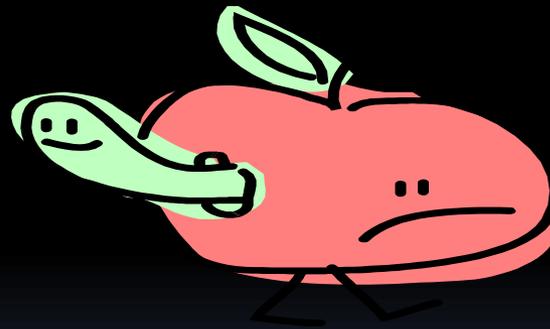
7  
out of  
10  
employees

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!

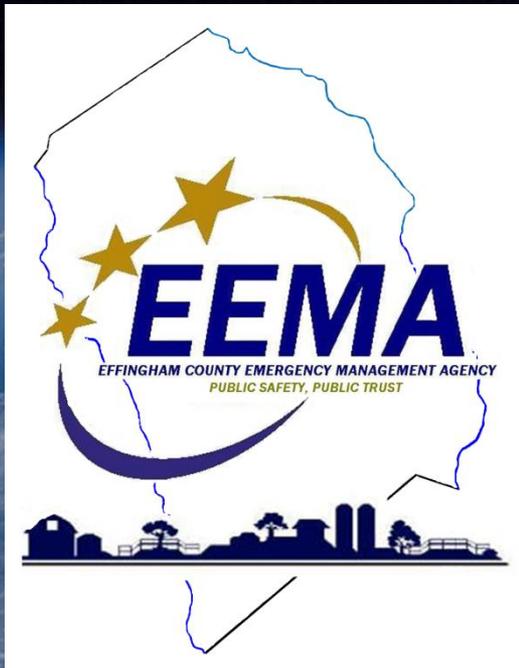
Cheri Sale, SPHR

email: [csale@effinghamcounty.org](mailto: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](mailto: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

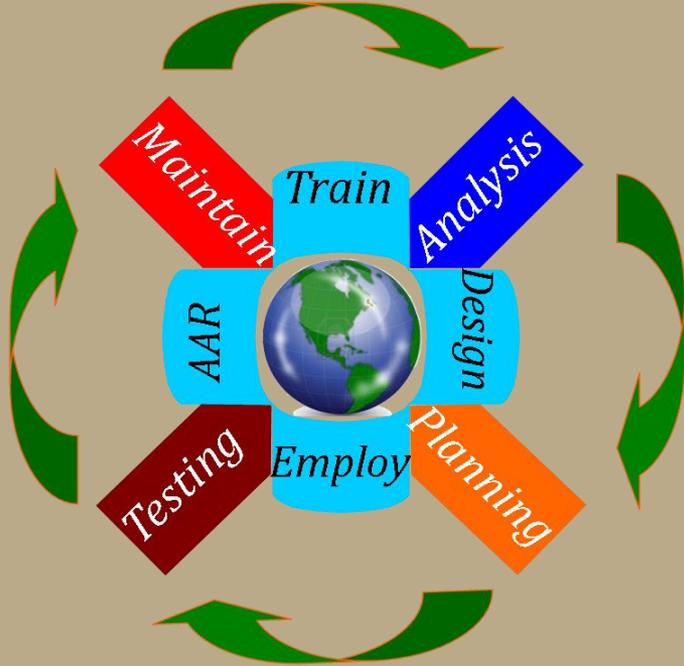
16

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

## Scenes from West Virginia's water crisis



# *Business Continuity Plan*



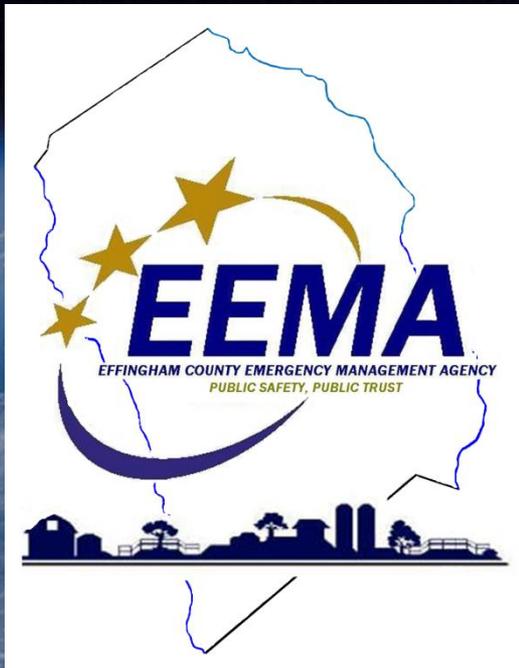
# *Communications Plan*



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](mailto: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 !**



