



2020 Advisory Conference

October 27–29

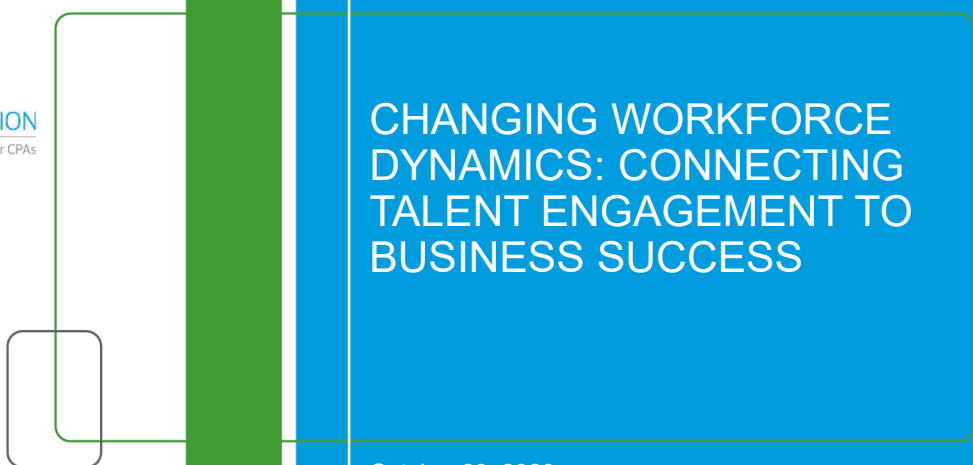
Converging knowledge and behaviors to deepen client relationships

CONVERGE

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CHANGING WORKFORCE DYNAMICS: CONNECTING TALENT ENGAGEMENT TO BUSINESS SUCCESS

October 29, 2020

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Speaker



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Christina holds a Master of Arts degree in Psychology, the HR Management designation, and is a Certified Executive Coach. She is a member of HRP and SHRM, and leads the internal HR function and the HR Advisory Services practice at DJB.



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Agenda

Topic	Minutes
Changing Workforce Dynamics	6
Employee Engagement	10
Communication	9
Compensation	10
What Has Changed in Your Business – Case Study	15
Q&A	10



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Objectives

By the end of this course, you will be able to:

- Identify changing workforce dynamics impacting your role as a trusted advisor
- Listen for your clients' cues to identify HR opportunities
- Ask the right questions to support your clients employee relations needs



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Changing workforce dynamics

What has changed in your business in the last year?



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Changing workforce dynamics



Employee Engagement

Communication

Compensation



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Changing workforce dynamics

Employee Engagement



- Be transparent
- Focus on values
- Recognize employees
- Survey
- Right tools
- Trust



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Changing workforce dynamics

Communication



- Inform
- Reassure
- Direct
- Lead by example



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Changing workforce dynamics

Compensation




- Be aware
- Get creative
- Be proactive





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WHAT HAS CHANGED IN YOUR BUSINESS?


A Case Study

Common questions

1. What are the main things our client should focus on to help transition employees back to the office?
2. What are some of your best practices for leaders supporting clients and employees during a pandemic?



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