

Getting it from The Source



Greetings from Pat Hall Jaynes, SPHR, SHRM-SCP, CEO, The HR Source

As we wrap up 2024, it's the perfect time to pause and reflect on the year behind us. How did you end the year—did you achieve what you set out to accomplish?

What did you learn from the challenges you faced, the successes you celebrated, and even the moments that didn't go as planned? Reflecting on these experiences can help guide where you're headed next. What do you want to achieve in 2025, and what steps will help you get there? Whether it's focusing on professional growth, building stronger teams, or finding ways to make an even greater impact, the possibilities are endless. As we recharge and refocus, let's embrace the opportunities ahead and make the new year one of purpose, progress, and achievement.



HELPING GREAT COMPANIES FIND GREAT PEOPLE



DECEMBER 2024

FROM THE SOURCE

HR Events



Talent Acquisition Week 2025
Feb 3-6, 2025 San Diego, CA

Join TA pros & HR leaders to leverage emerging recruiting practices and

learn the latest in global recruiting trends, recruitment marketing, candidate engagement, tools and technology through practitioner-to-practitioner sessions, panel discussions and case studies. Register [HERE](#)

AHRD 32nd International Research Conference
Feb 19-22, 2025 Arlington, VA



The 32nd AHRD International Research Conference in the Americas will feature prominent scholars and practitioners

who will share their latest research and developments in both theory and practice. Register [HERE](#)

AMA - Instructional Design Certificate Program

Feb 26-28, 2025

Live, Online Training



Gain a practical, proven-in-action method for creating innovative and successful training programs. Register [HERE](#)

What Employees Want in 2025

Employers can attract and retain top talent, boost employee morale, and improve overall organizational performance by addressing this important topic. Start the year by soliciting employee feedback

KEY POLICIES EMPLOYEES ARE LOOKING FOR

- Work-Life Balance Policies
Flexible Work, Paid Time Off
- Compensation Benefits
Competitive Salaries, Profit Sharing
- Professional Development
Training, Mentoring, Advancement
- Well-Being / Mental Health
Mental Health & Wellness Support
- Diversity, Equity and Inclusion
Training, Education, Inclusivity



HR On Call A Value Added Service



Elevate Your HR Department with On-Demand HR Expertise

Engage a team of HR experts to provide professional, flexible, and cost-effective HR solutions without the overhead of a full-time department. Imagine having a certified, on-demand HR professional available to assist with strategic HR planning, performance management systems, talent acquisition, training and so much more!

- **Unparalleled Flexibility:** Plans starting at 5 hours/month. Scale up or down as needed – no long-term commitments required!
- **Expert Guidance on Demand:** Certified HR professionals with years of diverse industry experience.
- **Cost-Effective Excellence:** Access top-tier HR expertise at a fraction of the cost of a full-time HR staff.
- **Lightning-Fast Responses:** Time is money. That's why we commit to responding to your inquiries within hours, not days.

Your Next Step to HR Excellence is Just a Phone Call Away

📞 Call 301-459-3133 for more information



The HR Source

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HAPPY
Holidays
2024

Birthdays

- 12/4 Jennifer Rosa Ramirez
- 12/8 Joshua Tavrowa
- 12/10 Lillian Estela
- 12/29 Crystal Williams

Cultural / Awareness Days

- Month of Giving
- 12/3 Giving Tuesday
- 12/25 Christmas Day
- 12/25/24 - 1/2/25 Hanukkah
- 12/25/24 - 1/1/25 Kwanza



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DECEMBER 2024

NEWS YOU CAN USE

Look Back to *Reflect*



Workforce 2024 held firm to desires for flexible work arrangements, support for mental health and wellness as well as transparency from employers regarding their stance on key social issues. As employers develop hiring plans for 2025 it is important to understand key shifts in hiring practices driven by workforce expectations, economic trends and a new presidential administration.

- **Emphasis on Soft Skills**
 - Companies will increasingly prioritizing soft skills like communication, problem-solving, and adaptability.
- **AI and Automation**
 - Use of AI-powered tools to streamline the hiring process.
 - Use of AI-powered chatbots and virtual assistants may conduct initial interviews, providing a consistent and efficient experience.
- **Skill Based Hiring**
 - Employers will prioritize skills and experience over traditional qualifications.
- **Internal Mobility**
 - Employers will prioritize internal talent development and redeployment to fill skills gaps.
- **The Rise of the Gig Economy and Freelance Work**
 - Companies may increasingly rely on freelance and contract workers to meet specific project needs.
 - Platforms connecting freelancers with employers will play a significant role in talent acquisition.
- **Quick Response Time**
 - Candidates will expect timely responses to their applications and inquiries.
- **Personalized Experiences**
 - Tailoring the hiring process to individual candidates' preferences and needs will enhance the overall experience.

The HR Source can assist you with your hiring needs for 2025. Contact us for [FREE consultation](#).

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