



Getting it from The Source



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

Happy New Year! As we step into 2025, it's time to reflect, reset, and recharge. The new year is a great opportunity to shape our strategies, elevate our leadership, and foster thriving workplace cultures. Let's embrace this chance to:

- INNOVATE** Explore cutting-edge HR tools and practices that drive engagement and retention.
- ELEVATE** Strengthen leadership capabilities and champion professional development for ourselves and our teams.
- CONNECT** Build meaningful relationships and partnerships that enhance collaboration across all levels.
- THRIVE** Prioritize well-being and create environments where employees feel valued and supported.

As an HR leader, your role is crucial in streamlining processes, promoting diversity and inclusion, and managing change. Let's aim for 2025 to be a year of impact and innovation, embracing new beginnings and ongoing success!

HELPING GREAT COMPANIES FIND GREAT PEOPLE

JANUARY/FEBRUARY 2025

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](#)

Goal Setting For 2025

It is important to set measurable goals that support employee development and team success.

-  **Focus on Employee Growth & Development**
Upskilling, Reskilling & Personalized Development Plans
-  **Prioritize Employee Well-being:**
Mental health resources and Work-Life balance arrangements
-  **Enhance the Employee Experience:**
Personalized recognition, transparent communication
-  **Embrace Technology & Data:**
Utilize AI and automation, Leverage data and analytics
-  **Foster a Culture of Inclusion & Belonging:**
Continue to prioritize DEI initiatives, support/empower ERGs



HR Audit A Value Added Service



An essential tool to maintain a healthy and compliant workplace

Small to mid-sized companies - this service is for you!

Think of an HR audit as a wellness check for your people operations. It's a chance to make sure everything is running smoothly, that you're compliant with employment laws, and, most importantly, that your HR function is set up to support your business goals.

In 7 Easy Steps you can make your HR function a strategic asset, not just an administrative task.

Partner with The HR SOURCE for a thorough HR audit and actionable insights to drive your business forward.

To schedule an audit consultation, [CLICK HERE](#)

📞 Call 301-459-3133 for more information

To download our HR Audit infographic [CLICK HERE](#).



The HR Source

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Happy New Year
Birthdays

01/03 Khalil Farid
01/04 Jazzmyne Terry
01/13 Mimi Nguyen
01/16 Dexter Martin
01/26 Brenda Delgadillo Mera

02/02 Pat Hall Jaynes
02/16 Jamel Dingle
02/21 Patrick Lee
02/23 Jennifer Cheng

Cultural / Awareness Days

1/1 New Year's Day
1/20 Dr. Martin Luther King, Jr. Day
1/20 Presidential Inauguration Day
1/29 The Lunar New Year

2/14 Valentine's Day
2/17 President's Day



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NEWS YOU CAN USE

Enhance Your HR Expertise

Seeking inspiration to boost your HR skills? This month, we've compiled popular HR books that provide practical strategies, insights, and tools to help you lead, engage, and innovate.

- **HR from the Outside In** by Dave Ulrich, Jon Younger, Wayne Brockbank & Mike Ulrich
 - **Summary:** A comprehensive guide for HR professionals to align HR strategies with business outcomes.
- **The Five Dysfunctions of a Team** by Patrick Lencioni
 - **Summary:** A leadership fable that explores the common pitfalls of team dynamics.
- **It's the Manager** by Jim Clifton & Jim Harter
 - **Summary:** Based on Gallup data, this book highlights managers' critical role in employee engagement and performance.
- **Radical Candor** by Kim Scott
 - **Summary:** Kim Scott introduces the concept of "radical candor". It's a practical guide to giving feedback and building better relationships at work.

Investing In Talent

Kick Off Employee Growth In The New Year



Employers can offer HR training courses, from beginner-level fundamentals to advanced programs in people analytics and HR management certifications.

HR Training topics can include topics such as HR Operations, Labor Law and Regulations, People Analytics, Talent Acquisition, Employee Relations or Performance management.

The Academy to Innovate HR has compiled a list of platforms and organizations that offer some of the best HR Training programs.

AIHR | ACADEMY TO INNOVATE HR

Click [HERE](#) to learn more.

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