



Getting it from The Source



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

With summer just around the corner, and thoughts of lemonade, pool days, and the beach filling our minds, we wanted to share some warm-weather tips from The HR SOURCE team.

- It's a great time to review policies. Consider updating summer-hour guidelines, flexible schedules, vacation requests, warm weather dress codes, and hiring seasonal staff like interns.
- Enhance employee engagement with summer team-building activities, wellness programs, or diversity and inclusion training.
- For working parents juggling kids out of school, offer flexibility while upholding leave policies and addressing childcare conflicts.
- Prepare for summer turnover by implementing retention strategies, fall recruiting plans, off-boarding best practices, and succession planning.
- Remember to uphold workplace compliance and nurture a positive employee experience all year round despite the relaxed summer vibe. Rest assured, The HR SOURCE is here to assist you with all your HR needs.

HELPING GREAT COMPANIES FIND GREAT PEOPLE

JUNE / JULY 2024

FROM THE SOURCE

HR Events

SHRM24 Annual Conference June 23-26, 2024 Chicago, IL

SHRM
24

This event will empower you to embrace change, drive innovation within your organization, and equip you with the tools to advance your career's success. Join forward-thinking HR professionals who are committed to creating a better HR landscape. Register [HERE](#)

Talent Acquisition Week July 26- 29, 2024 | Virtual



Talent Acquisition Week® brings sourcing, recruiting and employer branding strategies together to provide you with the most comprehensive learning experience in the

industry. **EARLY BIRD REGISTRATION ENDS JUNE 13, 2024**

Public Sector HR Association Annual Conference
Sept 4-6, 2024 Washington, DC



PSHRA24 is your opportunity to connect with HR professionals from across the public sector to share insights, learn about emerging trends and gain new perspectives on how to meet the challenges facing public sector HR today. Register [HERE](#). Registration ends Aug. 16, 2024

Employer Recruiting Tips

A New Perspective on Job Tenure

Michael Winn, Business Development / Talent Acquisition, The HR Source



"Are you turning away resumes of candidates who don't have the best tenure or are "too job hoppy" for short-term contracts? In today's market, job security is a top priority for candidates.

Seeking out candidates with long-standing tenure for short-term positions may not be the best strategy. Let's focus on finding the right fit for the job, rather than just looking at tenure. What are your thoughts on this approach?"

Different perspectives such as these are why The HR Source can confidently provide our Three Candidate Guarantee. What are your thoughts on this approach? Follow [Michael on LinkedIn](#) for more thought-provoking discussions on recruiting.



Value Added Services

Diversity



Take a journey exploring Diversity, Equity and inclusion from three unique viewpoints: Awareness, Sensitivity, and Skills-building.

- A small group workshop
- An interactive learning adventure
- A safe space for sharing and growing, where personal stories are celebrated and encouraged.

If you missed the February workshop, keep an eye on our socials for our next offering. Click [HERE](#) to check out our website for more information.



Direct Hire Services

Do you have open positions to fill? Contact us for a FREE consultation and learn about The HR Source "Three Candidate Guarantee".

Quarterly Candidate Analysis

Utilize our Candidate Market Analysis to stay informed about trending openings and current geo-specific compensation rates. Click [HERE](#) to check out the Q3 2024 Report.

HR ON CALL / HR CONSULTING / OUTSOURCING / DIRECT AND CONTRACT PLACEMENT SERVICES

Birthdays

Gannel Ouattara 6/3
Duoc Nguyen 6/16
Victor Araujo Vialogo de Castro 6/23

Yvette Garcia 7/3
Renee Campbell 7/20
Michelle Ampong 7/24
Robert Muir 7/24
Kassandra Daniels 7/31

Cultural / Awareness Days

Pride Month; 6/7 National Donut Day;
6/16 Father's Day

7/4 Fourth of July

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NEWS YOU CAN USE

The Mid-Year Review

The time has come! Often this is a dreaded task for both the employer and employee. However, everyone benefits from a productive discussion to level set goals, performance, and expectations and discuss actional feedback.

An effective mid-year review includes questions that spark productive conversation between employees and management. Example questions are:

- What are the three biggest challenges you are facing?
- What skills do you have that we can leverage more effectively?
- What are your expectations from this role going forward?
- What support do you need to move forward on your development goals?

Leapsome provides additional sample questions and 8 great tips for executing a great mid-year performance review. Click [HERE](#) to learn more.

Do Employees *Feel Valued*?



Based on our LinkedIn community polls in April and May this year, 63.5% of the respondents said they do not feel valued. Performance recognition resonated with most (~70%) as an effective tool to bolster an employee's sense of appreciation. It has been shown that public and private recognition

as well as peer-to-peer recognition are also important ways to foster team building.

Nectar reports the following statistics:

- 83.6% of employees feel that recognition affects their motivation to succeed.
- 87% of the employees felt that meaningful recognition impacts their job satisfaction.

Click [HERE](#) to read the full report.

As employers seek ways to retain valued talent, supporting employee performance recognition is an investment that pays dividends.