Welcome to the SIG University Virtual Roundtable Series Part One: Roundtable Working Session HR Strategy and Tactical Considerations

> Sarah Sheckells | *Human Resource Executive* May 21, 2020

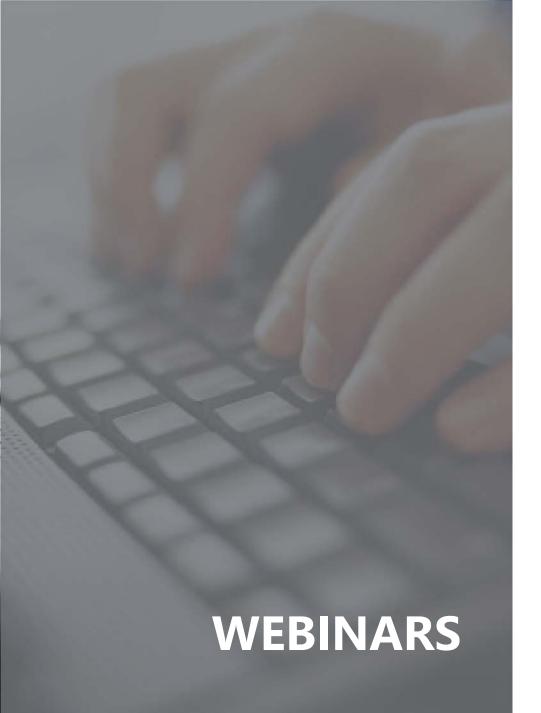


REMINDERS



SLIDES & RESOURCES WILL BE EMAILED AFTER WEBINAR & ARE AVAILABLE ON *SILBS.COM/SIG-UNIVERSITY*





UPCOMING

MAY 27TH, 12 PM – 1 PM EST

Understanding the New COVID-19 FSA and COBRA Regulations

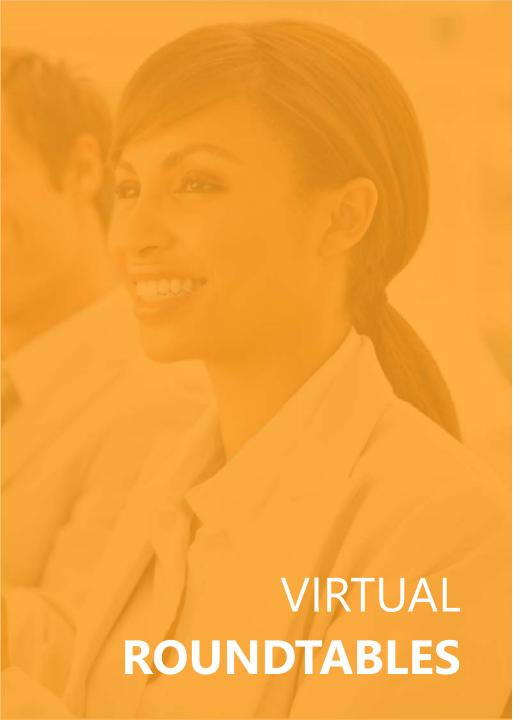
Presenter: Stacy Barrow, Esq., *Marathas Barrow Weatherhead*

RECORDINGS

MAY 14TH – What Comes Next: Re-Opening the Workplace after COVID-19

MAY 14TH – HCM: COVID-19 Next Steps in Workforce Dynamics

MAY 20TH – Building a Global Mental Health Strategy for Multinationals



SAVE THE DATE

MAY 28TH, 1 PM EST

Part Two: Roundtable Working Session – HR Strategy and Tactical Considerations **Presenter:** Sarah Sheckells, HR Executive

JUNE 4TH, 1 PM EST

Part Three: Roundtable Working Session – HR Strategy and Tactical Considerations **Presenter:** Sarah Sheckells, HR Executive

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Our New Normal: Creating a Lifestyle that Helps People Work on Building Healthy Immune Systems Presenter: Dr. William S. Queale, MD, Johns Hopkins

Opening the Doors: Return to Workplace Considerations and Potential Screening Measures for Employees Returning to the Workplace

Presenter:

Ellen Lindahl, Director of Clinical Review, Relph Benefit Advisors

Post-COVID: Health Plan Data is More Important than Ever Presenter: Rod Reason, Co-Founder/CEO, *Springbuk*

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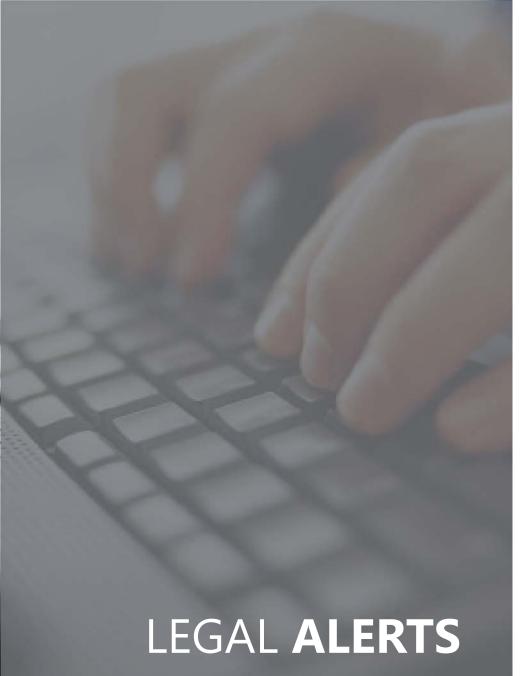
PODCAST RECORDINGS

COVID-19 UPDATES

Visit our Coronavirus Resource Center for the latest information on Coronavirus (COVID-19) including:

- Upcoming Webinars
- Key Documents
- Links to Articles & Insights
- Wellness Resources
- COVID-19 Dashboard of CDC & World Health Organization

https://aleragroup.com/coronavirus/



o<u>IRS Relaxes Election Change, Other Rules for</u> <u>Cafeteria Plans and FSAs</u>

o<u>Agencies Extend Deadline to Pay COBRA</u> <u>Premiums and Certain Other ERISA and</u> <u>Internal Revenue Codes Due to COVID-19</u>



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Agencies Extend Deadline to Pay COBRA Premiums and Certain Other ERISA and Internal Revenue Codes Due to COVID-19

BLOG POST + 1947 01, 280

The impacts of the COVID-19 National Energency, as declared by President Trunp on Narch 13, 2020, have beaux. As a result, mare employees and entropying to most the average trungging to most their version. Bing, nucleo, decision, or when dwellines. In order to are this builden on employees, plave and participants, or April 28, 2020, the Department of Linko (2004), the Internal Revenue Service (182), and Organisme of Alexan Services (1985) and how the service and the substance services and how the Services (1985) based much meeting plattance and reflex. Nation, the Alexan Services (1985) and COVID and COV



+Humo-Hug-HS Relates Discharge Ofer Rules for Galetteria Place and FSHs

IRS Relaxes Election Change, Other Rules for Cafeteria Plans and FSAs

0LOD P053 + HAY 33, 2020

As the occurrary continues to feed the impact of the COVID-19 National Emergency decared by Preadvert Turung on March 13, 2020, the IRS have provided some much needed guidence and relef for employees. On May 12, 2020, the IRS haved holicos: <u>2000</u> - 29, and <u>2000</u> - 33, which, among atter things, nettered the claims priorite for health fickcile spanning amongements (health ISA) and dependent care assistance programs (COVA) and alwa employees to make mid-year changes. These Notices are summarized in more datal holes. Welcome to the SIG University Virtual Roundtable Series Part One: Roundtable Working Session HR Strategy and Tactical Considerations

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ORGANIZATIONAL CHANGE DURING UNPRECEDENTED TIMES: WE ARE WRITING OUR PLAYBOOK

PICTURE THIS!



oBeing human
oFear...a disturbance in the status quo
oTakes too much time
oCan be a morale killer



NO WAY... I'M NOT **DOING THIS.** Stronger teams
More efficient / effective practices
Increased morale



IT WILL MAKE ALL THE DIFFERENCE

LET'S BREAK!

Breakout Instructions and Questions



INSTRUCTIONS

oSay hello!

oThe person whose first name is closest to letter A is the facilitator.

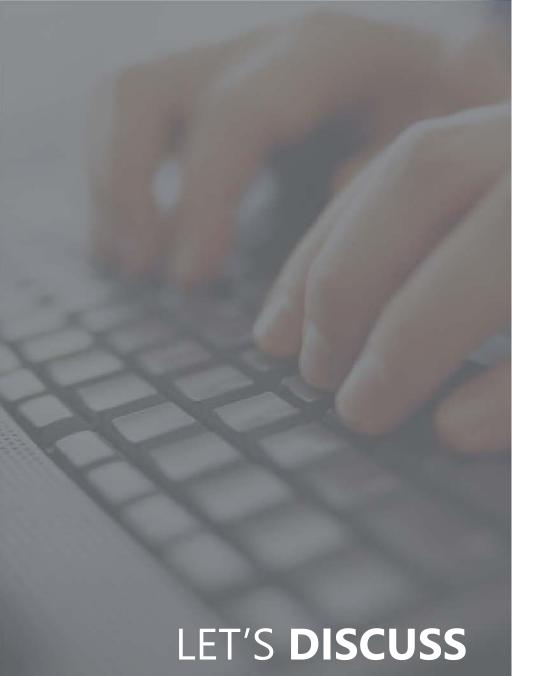
oThe person whose first name is closest to letter Z is scribe and the person who reports out.

• Discuss these questions:

• What is one org change your company has made recently or needs to make?

o How have you helped your senior leader facilitate org change?

o What challenges are you experiencing?



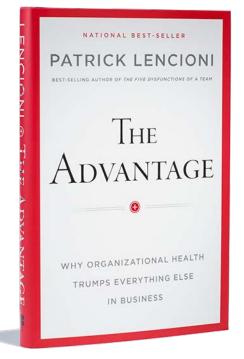
OWhat is one org change your company has made recently or needs to make?
OHow have you helped your senior leader facilitate org change?
OWhat challenges are you experiencing? oEffective communication is key
oOrganizational health is critical
oImpactful change can happen now

FINAL THOUGHTS



RESOURCES







Let's Never Go Back to Normal

Leadership Doesn't Stop

Keep things light-hearted with SIG's weekly mini publication focused on working from home, mental health, staying fit, & having fun with family!



Download all editions <u>HERE</u>

THE QUARANTINE ZINE

MENTAL HEALTH **RESOURCES**

CENTER FOR WORKPLACE MENTAL HEALTH

Powered by the American Psychiatric Association Foundation, the Center is the leading resource for workplace mental health.

MENTAL HEALTH FIRST AID

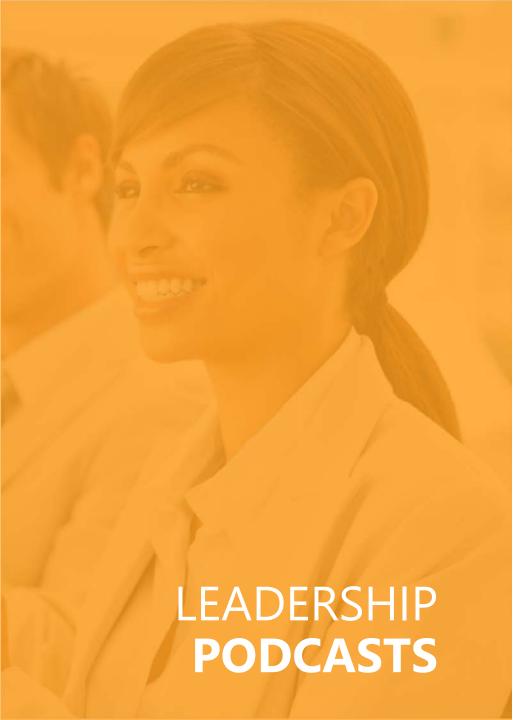
Skills-based training course that teaches participants about mental health and substance-use issues.

Virtual classes provided during COVID-19 pandemic.

NATIONAL ALLIANCE ON MENTAL ILLNESS (NAMI)

The nation's largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness.

COVID-19 Resource Guide



Whatever your reaction is as a **leader** will be **contagious** among your **employees**.

THE ANXIOUS ACHIEVER:

Rethink mental health and work, with candid stories from leaders who've been there.

THE JOHN MAXWELL LEADERSHIP PODCAST:

Examination of what it means to be a transformational leader—someone who daily influences people to think, speak, and act to make a positive difference in their lives and in the lives of others.





Thank You for Attending

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