

Welcome to the SIG University  
Virtual Roundtable Series

# Part Two: Roundtable Working Session HR Strategy and Tactical Considerations

Sarah Sheckells | *Human Resource Executive*

May 28, 2020



# REMINDERS



**COMPLETE YOUR SURVEY\*\***

\*\* All completed surveys will be entered in a raffle to win a \$100 donation to the charity of your choice! \*\*



**SLIDES & RESOURCES WILL BE EMAILED AFTER WEBINAR & ARE AVAILABLE ON [SILBS.COM/SIG-UNIVERSITY](https://silbs.com/sig-university)**





# WEBINARS

## UPCOMING

**JUNE 10<sup>TH</sup>, 12 PM – 1 PM EST**

Affordable Care Act Update: What's New with the ACA

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

**JUNE 24<sup>TH</sup>, 12 PM – 1 PM EST**

How to Solve the Biggest HR Tech Problems

**Presenter:** Josh Hoover, *Benefit Technology Resources*

## RECORDINGS

**MAY 20<sup>TH</sup>** – Building a Global Mental Health Strategy for Multinationals

**MAY 27<sup>TH</sup>** – Returning to Work – Benefit Plan Considerations



## SAVE THE DATE

**JUNE 4<sup>TH</sup>, 1 PM EST**

Part Three: Roundtable Working Session –  
HR Strategy and Tactical Considerations

**Presenter:** Sarah Sheckells, HR Executive

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VIRTUAL  
ROUNDTABLES

## **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/>

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PERFORMANCE MANAGING:  
**REVISING  
OUR PLAYBOOK**







“I’ve learned that people will forget  
what you said, people will forget what you  
did, but people will never forget  
how you made them feel.”

-Maya Angelou

- Creates alignment & shared understanding of what must be achieved
- Less about the HRIS, forms, and timelines
- More about the environment of care and culture when acknowledging success & failures



**Defining  
Performance  
Management**

What is the impact to employee satisfaction with a company's approach?

- On target to meet financial targets
- More likely to effectively manage change
- More likely to encourage risk-taking
- More likely to innovate

**Defining  
Performance  
Management**



- Review, discuss, & lighten your process  
*.....where it makes sense*
- Adjust individual and team goals
- Create personal growth goals
- Change phrasing from Performance Management to Performance Development
- Manage out low performers in the right way



**Shifting  
Performance  
Management**

# LET'S BREAK!

Breakout Instructions and Questions



# INSTRUCTIONS

- Say hello!
- The person whose first name is closest to letter A is the facilitator.
- The person whose first name is closest to letter Z is scribe and the person who reports out.
- Discuss these questions:
  - Are you currently following your performance management process?
  - What changes have you made?
  - Have you addressed any underperformance concerns? If so, what did you do?
  - Have you implemented any new practices? What are they?



**LET'S DISCUSS**

- Are you currently following your performance management process?
- What changes have you made?
- Have you addressed any underperformance concerns? If so, what did you do?
- Have you implemented any new practices? What are they?

- Effective communication is key
- Organizational health is critical
- Impactful change can happen now

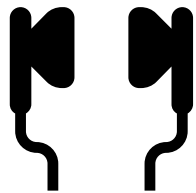
**FINAL THOUGHTS**





# RESOURCES

*April 2020 Article – How Managers Are Handling Performance Reviews During COVID-19*



*The Cost of One Bad Team Member*



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.

LEADERSHIP  
PODCASTS



# Thank You for Attending

Check your email for your HRCI/SHRM Certificates.

Complete your survey!

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