



HR WEBINAR

Human Resource Planning in a COVID-19 World



MONDAY, MAY 18, 2020 | 1 PM EDT

The following webinar is designed for informational purposes only to provide you with an overview of some of the complex human resource issues organizations may experience as a result of COVID-19 and not for the purpose of providing legal or other professional advice. We are not providing specific legal or human resource guidance for your particular context. We advise you to contact your attorney or seek other professional counsel for your unique situation. Participation, use, or access to this webinar does not create an attorney-client relationship.

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Critical Questions

What will our organizations look like in the fall of 2020?

Do we need to reduce our staff going forward?

What is an employer expected to do regarding people returning to work?

What are the legal requirements and best practices as we address these questions?



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Missional Approach to HR Decisions

- 01 Affirm your mission and those who carry it
- 02 Protect your core
- 03 Fortify your best people
- 04 Remove the “extras” first
- 05 Cut with a scalpel, not an ax – respect and dignity
- 06 Keep your eye on the prize
- 07 Build hope for the new future, together

Managing Your Culture

A healthy culture is built upon a foundation of trust. Especially during a crisis, trust is built or eroded by three actions.

1. How we present ourselves.

Leaders are human, but during a crisis, they must manage their own fears and establish an atmosphere of calmness, compassion and concern. Anxious leaders will lose the confidence of their team.

2. How we make decisions.

Every decision a leader makes during a crisis will be scrutinized for the values which are reflected in the decision. To enhance trust, keep the values in front of you and wise counsel surrounding you.

3. How we implement decisions.

When it comes to culture, the HOW is as important as the WHAT. The decisions leaders make and how they are implemented will be remembered far beyond the crisis and will either build or erode trust.

Making the Hard HR Decisions

Analyze

- Evaluate talent needed to achieve business objectives
- Understand financial performance and targets
- Reduce spending and delay projects that aren't immediately strategic

Avoid Common Pitfalls

- Being overly apologetic instead of sympathetic and concise
- Planning inadequately – reducing to a \$\$ number only without a strategy
- Using “fairness” as a primary driver – some departments may have deeper cuts than others

Implement

- Assure necessary compliance via legal review
- Communicate clearly and decisively
- Management involvement in the process

Implementing Your Decisions

Returning to Work

- OSHA, CDC, and Public Health Guidelines; Industry Guidance; and Other Recommendations
- Safety Protocols and Monitoring Protocols
- Requiring Workers to Return to Work

Other Important Legal Issues in this COVID-19 World

- FFCRA
- Supporting Vulnerable Workers
- Workplace Testing
- Reductions in Staff

Q&A

“

Refuse good advice
and watch your
plans fail; take good
counsel and watch
them succeed.

”

– *Proverbs 15:22*



Contact us for specific assistance based on
your unique context:

- Coaching for Leaders and Boards
- Matching Teams to Mission
- Scenario Planning
- Organizational Re-alignment and Staffing

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