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HR Hot Topics

THIS MIGHT NOT BE WHAT YOU EXPECTED

The Usual Suspects

Benefits

Compensation

Employee Relations

Risk Management

Technology

Diversity/Inclusion



Culture & Burn-Out

“Culture eats strategy for breakfast”
(Peter Drucker)

“Many [leaders] fail to adequately manage
the cycle of sacrifice and renewal”
(Richard Boyatzis & Annie McKee)



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Culture: Why It's the Trump Card

- “Culture is a set of living relationships working toward a shared goal” (Daniel Coyle)
- Culture is often communicated in rituals and stories
 - › What are your rituals?
 - › What stories do you tell about your organization?
- Stories are more powerful than strategies



Establish Purpose

High purpose environments matter

- Extra Strength Tylenol Crisis in 1982
- Robert Rosenthal & CA Public Schools

Strategies to establish purpose

- Name/rank your priorities
- Create clarity around your priorities



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Build Safety

We are wired for belonging (energy, individualization, future orientation)

- WIPRO (250% more likely retained)
- Gregg Popovich (117 games)

Strategies to build safety

- Create collisions
- Over-communicate listening



YOU
Belong
Here

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Share Vulnerability

The Vulnerability Loop – leaping into the unknown causes trust to materialize

- Log PT
- After Action Reviews

Strategies to share vulnerability

- Use candor-generating practices
- Listen like a trampoline



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Who struggles to establish purpose, build safety, and share vulnerability?

BURNED OUT LEADERS AND EMPLOYEES!



Our Most Essential Leadership Asset

If we are not well, we will not sustainably function well

- We will probably function
- At times, we will even function well

BUT eventually our lack of wellness will impair our functioning



Why do we neglect ourselves?

And allow our employees to do the same?

We of ALL people know the impact of stress on our bodies, our minds, and our souls.

SACRIFICE SYNDROME IS REAL!



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We Must Take Care of Ourselves BEFORE We Can Take Care of Others



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What is Self-Care?

- Self-care is a broad term
 - › Encompasses just about anything you do to take care of yourself
- Harvard Medical School says “self-care means paying attention to and supporting one’s own physical and mental health”
- It’s preventative and medicinal
- And sustainable leadership is only found through a continual process of self-care and renewal



The Art & Science of Self-Care

- **Consider your whole self**
 - › Mind – emotionally, intellectually, relationally how am I doing?
 - › Body – am I giving my body what it needs to perform next week?
 - › Soul – have I been living with my golden years in mind?
- **Act, don't just explore**
- **Repeat consistently**
- **Evaluate periodically**





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