

MATSO COMMUNITY

Major
American
Trade
Show
Organizers

Takeaways – 26 October 2022 MATSO Meets

Focusing on Employee Culture During Difficult Times

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What is Currently Happening in the Workplace

- 41% of US workers are actively searching for a new job right now or plan to over the next few months.
- Almost half of US executives (49%) indicate that over the past 6 months, their organization has seen higher turnover than usual.
- Over 2 in 5 (43%) HR Professionals said their organization has seen higher/much higher turnover in the past six months.
- 3 in 5 (60%) of those experiencing quiet quitting indicate the organization's culture and remote and hybrid work are affecting workplace culture.
- Those left to take on extra work after the pandemic are struggling.

What Should Employers be Doing?

- Offer competitive compensation (salary ranges; incentive pay; pay transparency).
- Offer meaningful benefits (Be creative – expand current benefits and customize to the employee).
- Identify Career Development Opportunities (job enrichment; training & development; performance management; and recognition).
- Develop Flexible Work Opportunities (options for telework; telemedicine services; leave to care for children; leave to care for adult family; and mental health services).

Other Tips from Discussion

- Employers should give permission for employees on PTO to truly disconnect.
- DO provide salary ranges in job posts.
- Be transparent with employees about salary ranges and why they differ from person to person or position to position even if someone has been in a similar position longer. Let them know there is a compensation strategy.

- Professional development is still highly sought after as a perk of employment.
- Employees want to be recognized for their hard work – a day off; a gift card or small gift; lunch with a co-worker, etc.
- Be innovative; offer a couple Fridays off in the summer for top performers (or for everyone).
- Majority still like remote work – however the isolation does set in and employers need to recognize the mental health toll it could take on some employees.
- More communication and regular outreach from leaders is wanted - offer special projects/collaborations to lend to a team atmosphere even while remote.
- Encourage leadership to outsource projects/tasks if understaffed.
- Look at all aspects of your recruiting/hiring efforts – the pandemic changed the way individuals want to work. Is your process reflecting those changes?
- New remote workers should have a “buddy” (not a mentor). The buddy can inform on culture, answer questions, make them feel included.
- Many have the week between Christmas and New Year's off – others mentioned that they get time off post-show.
- Organizations are starting to require a hybrid work situation as opposed to all remote. Seeing offices returning to 2-3 days in office for example.
- Many in the session reported their organizations are still short-staffed from the pandemic.
- For teams with remote workers, plan on engaging team meet-ups like meeting for lunch, going to a local/regional event, etc., to keep the lines of communication open and the camaraderie present.
- During regularly scheduled staff meetings, alternate team reports to keep everyone informed, yet not overwhelmed with too many reports in one meeting/call.