Delegate 10 to Others

Burnout is increasingly a problem at all levels in today's organiza-tions, but particularly in the senior leadership. What are you too expensive to be doing? What can you delegate to someone on your team that will help them gain

01

Prioritize Work-Life Balance

Happy employees are loyal and productive employees. Help your employees by offering flexibility, focusing on quality of work rather than quantity of hours, and conducting regular workload

02

Sĩð

Focus on Workplace Culture

Is your culture what you want it to be? Is it what you think it is? Do you even know? Defining your company's culture and the collective values of the team can increase retention and hiring success by knowing who fits and how.

03

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Update Your Compensation & Benefits

09

Review Your

Hiring Process

Are your compensation and benefits competitive? Workers have power and mobility in the current labor market, and it's up to you to position your company as an employer of choice. Consider personalized benefits plans that allow employees to pick and choose from a menu of options.

08

Promote Professional Development

Get to know your employees' professional goals and how you can empower them to reach those goals and become better contributors. Ask your employees to write an annual professional development plan for themselves.

07

Update **Your Policies**

Your employee handbook and the policies it contains are not set in stone and should continuously change as your business does. Review them annually to stay up to date with best practices, ensure they are in line with your company's culture, and that they are serving you well.

06

STM

2023 People-Centric

New Year's Resolutions

for **Employers**

Reflect on the **Employee** Experience

Employee engagement has been on the decline since 2019 but employees that feel engaged and inspired at work are 125% more productive than simply "satisfied" employees. Consider conducting regular "stay interviews" which are similar to exit interviews but geared toward preventing the exit.



Work on Communication

If you want a workplace that promotes open and honest communication, your employees need to know they can trust you and that you value their input. Maintain consistent expectations, provide



Your people are your company's greatest asset and deserve your time and attention. Make time to get to know your employees as engage with them in and out of the office.

05