



Created especially for women business owners

by



Member FDIC

HR & Employee Benefits Trends in 2021

- Your lines are muted.
- The session will last one hour.
- We will take Q & A at the end of the presentation.



Agenda

- Welcome
- Ashley Nelson
- Becky Pitzer
- Q & A





Ashley Nelson
MS, PHR, SHRM-CP
True Manufacturing

Current Executive HR Leader for True Manufacturing with overall responsibility for operations, development, and strategy for the entirety of the human resources function.

15 years of progressive HR experience in the manufacturing industry.



Becky Pitzer
SPHR, MA
True Manufacturing

Current Director of Human Resources
for True Manufacturing.

Previously worked 16 years in the
public sector as a Benefits Manager.



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Finding Clarity in 2021

2020 showing 2021 around the workplace...



Finding Clarity in 2021

What are the trends in 2021?

- Focus on balancing wants, needs and desires of team members and the business
- Relationships are key
- Health over wealth
- Challenge the status quo
- “Share our similarities, celebrate our differences.”



International Women's Day



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The Working Mother's Dilemma



The Working Mother's Dilemma

- 25% of all women are considering leaving the workforce or downshifting their careers (SHRM)
- Recruiting and retaining continues to be a challenge
- We must be willing to create work structures to support this shift
 - Job sharing
 - Part time
 - Gig workers



Flexibility in the Workplace



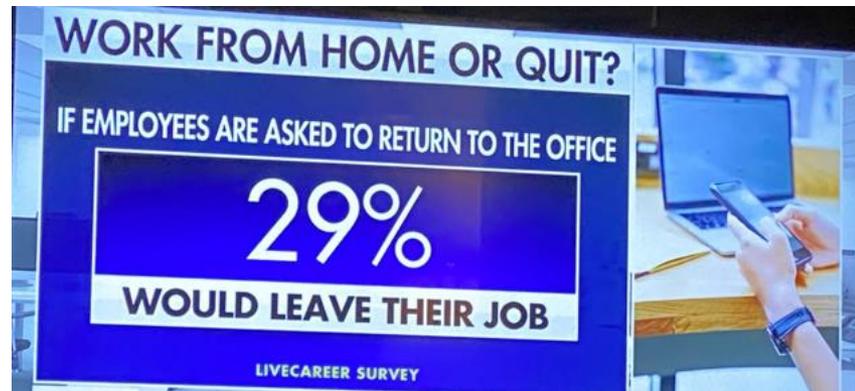
FLEXIBILITY

Not every situation is covered in the training manual.

Flexibility in the Workplace

EMBRACE WFH!!!

- 80% of CEOs say they expect to retain some version of a WFH program post COVID (SHRM)
- Questions to ask
 - What will the office look like in 2021?
 - Will team members feel safe returning to the office?
 - Allow team members thriving at home to remain there as long as possible?
 - Begin transitioning back workers who need more support or are asking to return?



Poll: What would you choose?



Full Time Remote



Full Time Office



Hybrid Mostly Remote



Hybrid Mostly Office



The Results are in!



Full Time Remote: 29%



Full Time Office: 4%

Over
36,000
responses!



Hybrid Mostly Remote:
49%



Hybrid Mostly Office:
18%



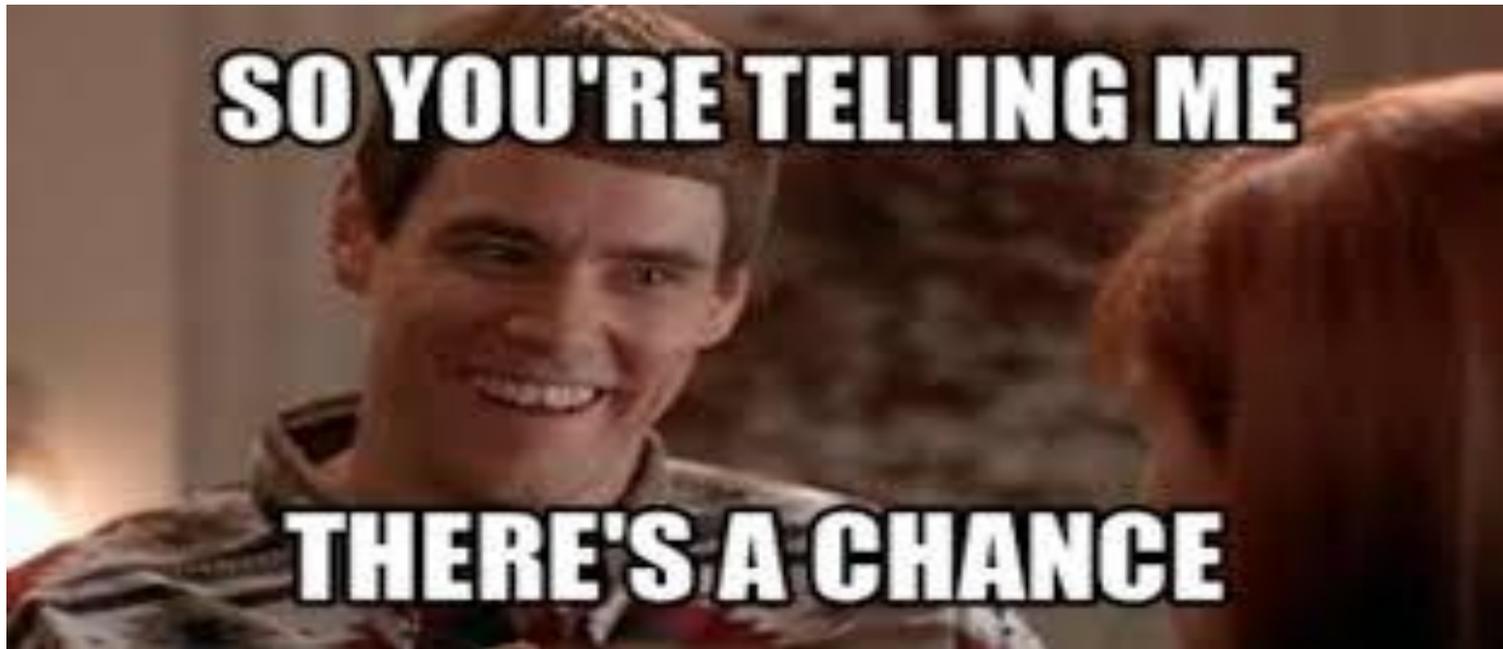
Mental Health

*“Resilience is about how you **Recharge**, Not how You Endure.”*



- The absence of human interaction is taking its toll
 - Employees need EAP resources to support all aspects of their life
 - Emotional
 - Family
 - Health & Wellness

Financial Wellness



Financial Wellness

- Retirement Plans are Key for Attraction & Retention
- Tool to Educate Team Members
- Target Date Funds



Communication is Key

- Communication is more important than ever
- Traditional methods of communication are no longer enough
- Managers must find ways to remain engaged with their teams and recognize, reward and celebrate achievements
 - Yard signs
 - Letters to home
 - Remote baby/wedding showers
 - Zoom holiday get together
 - Zoom happy hour/trivia night



Celebration / Recognition



Celebration



Change is the New Norm

- Create an environment where change is accepted and not feared
- Many team members are reassessing their “why’s” in life
 - Why am I doing a job that causes me so much stress?
 - Why am I spending so much time away from my family?
 - Can I take a pay cut if it means spending more time with my kids?
- Create a space for open, honest conversations
- Acknowledge we do not have all the answers and must involve all stakeholders in the discussion





Desire to Take Action

Making DE&I a Habit, Not a Moment



Conclusion

- 2020 had been a year of “no” and “can’t”
- 2021 must be a year to look for opportunities of “can and will”
- Our employees are our greatest asset, our competitive advantage, and have become part of the work family.

What can you do differently in the new year to make life better for your employees?



Q & A



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Save the date!

April 29, 2021 at 1:00 p.m. Central

Work/Life Balance

Mary Kutheis of MCK Coaching + Training

