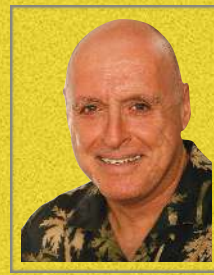


THE EXTRA POINT

BY JERRY ROBERTS



246 Workplace Predictions for the Rest of 2019

I love seeing workplace predictions. At times they make you nod, sometimes make you laugh, and still other times you scratch your head in disbelief. I'm Jerry Roberts and I think we've got some today that will catch your interest...next, on The Extra Point.

Forbes magazine listed a series of predictions this month and let's see how you feel about those I've selected for your entertainment.

1. Employers will continue to invest a lot of time and money in recruiting and bringing new talent on board, while paying little attention to the talent they already have.

It's exciting to bring new people on. Yeah, new ideas, lots of energy, maybe it'll light a fire under some of the current staff, right? Well, I hope that's what happens for you. That said, the reality is often different. The existing staff may wonder if the new people were really necessary. Further, if your team has more or less frozen wages and all of a sudden you're hiring, there might be a little explaining to do.

Something else, there is a natural tendency to spend your energy on the new people, often ignoring the current team, even if that's not your intention. It's great to focus on new workers, but don't lose sight that your current players still need recognition.

2. We're going to see more workers lose their jobs over claims of harassment.

This isn't going away. Workers need to clearly understand the law and your firm rules. Make sure you train your team regularly on all angles of harassment. The goal should be that your company culture adapts and changes, creating a healthier environment for everyone — not that you do the training once so you can check off the human resources boxes.

3. Smart companies will examine their hiring systems and make changes to create a top notch experience for job candidates.

As competition ramps up for quality workers, employers will have to impress prospective talent that theirs is an organization worth working for. If all you have to offer is money you will be at a significant disadvantage, particularly with younger workers who also are interested in many other factors.

4. Employers will continue to talk about high employee disengagement rates and moaning about the quality of workers; when instead they should be investing in transforming managers into engaging leaders.

Look around your business. How engaged are your managers? How well do they relate to and motivate your workers? This is going to sound self-serving because I conduct training courses, but it's absolutely true — every single manager on your team needs to be trained at least twice per year, and needs to be coached in order that they also grow. If you're not doing this now, start now. It's absolutely critical for your success as you move forward.

The good part about all this? You can take action to solve these issues, it is in your hands. Turn negatives into positives, potential losses into resounding wins.

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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For information on training and consulting services from Jerry Roberts, please click this link: guamtraining.com

