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January Newsletter



January 1, 2021

Greetings friends, and happy new year!

As I go through the usual end-of-year preparations and planning for 2021, I think about the way that 2020 – one of the most challenging periods in modern history – really stands out as the year of leadership. Whether you saw it coming from C-suite executives or frontline workers, 2020 showed us what good leadership looks like. Stepping up and accepting responsibility. Assertive decision-making. Modeling resilience and adaptability. Creative problem-solving. Demonstrating compassion and patience. Steering the way forward in a crisis. These were some of the leadership qualities that best served us in 2020.

Another thing 2020 taught us is that how we structure work can be more malleable than we imagined. The 9-5 butts-in-chairs model was evolving even before a global pandemic shuttered offices, and flexible work schedules will continue to be a critical tool in attracting and retaining talent. And while the implementation of technology to support a remote workforce accelerated this year, we were already moving in this direction. One of the keys to making it all sustainable is communication, which will also require some re-imagining going forward.

At KMA, we were fortunate to have doubled in size in 2020, altering our culture and how we operate as a team. Growing into a mid-sized company poses lots of new challenges that, as HR advisers, we have always been able to help our clients manage. How can I keep my team unified? What structures do I need to build to optimize productivity? What do we need to let go of in order to expand on our growth? These are some of the questions we'll be addressing in the coming months.

More than ever, I am profoundly grateful to you, our clients and colleagues, for your continued partnership and the trust you've placed in us. We are honored to work with you. As you reflect on 2020, I hope you can find some positives to focus on and guide you forward.

In this pandemic year, we've seen some of the worst and the best of humanity. Cheers to a new beginning – and with optimism that we will soon spend less time muting and unmuting ourselves, and more time together face to face.

Kim Anania

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