



Human.
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April Newsletter



April 1, 2021

Greetings, and welcome, April!

It feels like we're on the cusp of something – some seismic change. Vaccinations approaching 30% in the U.S. are a good sign, but at the same time, we have new variants to worry about, and positive cases on the rise everywhere. We could be seeing a fourth wave. We could be on the path to herd immunity. It's possible these two things are happening at the same time, and which will win?

There is the push-pull of anticipation and hesitation. No doubt we've been transformed by our year of hiding away from one another – and the impacts have been physical, mental, emotional and social. For parents, this is a major concern as we raise and educate our children under what has felt like experimental conditions – hoping for the best for their resilience and recovery.

For businesses, planning for the post-pandemic work world is equally uncertain. What policies and procedures need to be revised to accommodate employees who may be ambivalent about returning to work? What can employers expect when it comes to vaccinations, and vaccination passports? How much flexibility will employees demand going forward? And what are the legal implications of all of the above? The genie is not going back in the bottle, and many of our adaptations – virtual meetings and events, remote work, flexible schedules, reduced business travel – will become durable norms.

My advice is to be patient; be supportive; be flexible. We'll be dealing with a spectrum of attitudes from employees about rejoining co-workers and society at large, running the gamut from fear, hesitancy and disorientation to gratitude, excitement and celebration. The most effective leaders will be there for all of it.

As always, reach out if we at KMA can help with your workforce strategies as you prepare for, and shape, your new normal.

We'll make it through this together!

Kim Anania
President and CEO
KMA Human Resources

In other news...

Our first quarter of 2021 has been full of activity at KMA, and I'm happy to share with you some of the great projects we've been working on:



[Your Compensation Structure Can Be Your Strategic Advantage - By Kari Meillat](#)



[She's Brilliant! Saunya Urban Vice President H.A. Mapes](#)



[We launched our new website. Take a peek at our updated look!](#)

Please join us!

We're teaming up with Clark Insurance and Lebel & Harriman on April 7th from 12-1 for a webinar on the changing benefits landscape.

[Register here.](#)

Webinar: What you Need to Know About the Changing Benefits Landscape in the Pandemic Era and Beyond

April 7th, from 12-1 pm - Register now!

Nate Moody



Chad Cote



Leora Kirk



Rhoda McVeigh



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