



Human.
Resources.
Consulting.

October Newsletter



October 1, 2021

Hello friends,

We're on the home stretch of 2021, and it's been another year for the history books! Looking back, it's clear that HR has shouldered the lion's share of the burdens and pressures. For HR professionals, isolation and skepticism from coworkers are just part of the job, due to the sensitive information they handle and safeguard every day. Often, they're thought of as rule enforcers and paper pushers rather than problem solvers.

Yet over the past 20 months, HR has had to decipher confusing and contradictory regulations and guidelines, and translate them into coherent policies. They've had to communicate and implement those policies – practically overnight. They've been on the frontlines of the great resignation and the war for talent, advocated for DEI initiatives, facilitated flexible scheduling, managed leaves, created remote work and return-to-work plans, and defined mission, vision and values statements for today's culture-focused workforce. And the escalation of [mental health challenges in the workplace](#) has largely fallen on HR to cope with, too.

But HR is experiencing a new age of prestige and respect right now, a "golden era," as [this article](#) puts it, as organizations recognize the strategic value of supporting its people, teams and culture – to attract and retain talent, yes, but also to empower talent to be as effective and successful as possible. Businesses are finally putting people front and center.

It's great, and it's way overdue.

So, could we take a moment to acknowledge how heavily we've leaned on our HR teams over the last year or so? To all our HR heroes: we see you; we value you; we're grateful for all you do. And if you find yourself in need of some reinforcements, especially as you plan for 2022 and beyond, the team at KMA is always here for you –

you can think of us as the HR department that supports your HR department.

What else is happening at KMA?

We've got a Q&A with KMA, in which Johnna Major explains why internal communications is more critical than ever and how organizations can do it better.

We're taking registrations for our next Lunch and Legal webinar series, in which Rhoda McVeigh, and Karen Whitley of Sheehan Phinney, will discuss what's on the horizon for vaccine mandates.

We also have a number of compliance blogs to share, as well as our latest installment of She's Brilliant! with Amy LaBelle of LaBelle Winery.

And there's more, so please read on, and reach out to us with your questions and feedback.

Best regards,

Kim Anania
President and CEO
KMA Human Resources Consulting

Q&A WITH KMA

We sat down with Johnna Major, KMA HR Consultant, to discuss the importance of high quality communications in retaining talent – especially in today's chaotic employment environment.

[Read on.](#)



UPCOMING WEBINARS



SHEEHAN PHINNEY

What's on the Horizon for Federal Vaccine Mandates
Webinar: Tuesday, October 19 from 12:00-1:00
REGISTER

**What's on the Horizon
for Federal Vaccine
Mandates**

**Tuesday, October 19th
from 12:00-1:00**

In this **Lunch + Legal webinar**, in partnership with Sheehan Phinney, Rhoda McVeigh will lead an informative discussion with Karen Whitley, Esq., who is monitoring these developments as they unfold. And of course, we will include plenty of time for attendees to get their questions in. Please join us!

[Get more information and register here](#)

Harassment Prevention Training

Thursday, October 28th from 9:00-10:30

This course is intended to help employers and employees prevent and stop the damaging effects of all types of harassing behaviors. Participants will learn about legal requirements and what to do when harassment occurs. The fee for this training is \$75 per person. Reach out to us for information on group pricing at: info@kmahr.com

[Get more information and register here](#)

SHE'S BRILLIANT! AMY LABELLE

Amy LaBelle, Founder and Winemaker, LaBelle Winery, [shares what she learned about leadership during a time of crisis.](#)



ICYMI: RECENT BLOG POSTS

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