



Human.
Resources.
Consulting.

November Newsletter



November 1, 2021

Hello friends,

If you're like us at KMA, 2021 has been one of the most disorienting years we've ever experienced in business, or otherwise (believe me, I can attest). The reasons are myriad, but the trajectory of the pandemic was certainly the biggest culprit in warping our sense of time and place.

Just think at this point one year ago, we were heading back indoors and preparing for a long winter of isolation. Most workplaces sat empty while teams Zoomed in from improvised home offices. There was optimism for safe, effective vaccines, but no assurance when they would be approved, or how they would be distributed. Our children were mostly being taught remotely – as best as our educators could manage – causing enormous frustration for students and parents alike. We worried about women dropping out of the workforce. We feared for the survival of small businesses, as well as peoples' livelihoods. We absorbed the constantly changing news on the evolution of the global pandemic, and puzzled over often confusing advice from our health experts. We divided into camps, and all categories of media seemed to exploit our disagreements and make them even more polarizing.

2021 has basically thrown everything at us imaginable, and then some. Disruption – to our economy, workforce, society and politics – has been the hallmark of the past year. And while we don't yet know how long the effects of this disruption will last, in planning for the next twelve months, we do see a number of indicators we are urging business leaders to pay close attention to.

[Here are four HR trends to consider in your 2022 strategic business planning.](#) And keep in mind, these trends represent *opportunities* for your organization as much as they do challenges to solve.

On behalf of the entire team at KMA, we wish you and your loved ones a healthy, happy and peaceful Thanksgiving!

{Don't skip the pie.}

Best regards,

Kim Anania
President and CEO
KMA Human Resources Consulting

THE KMA TEAM IS GROWING



We are pleased to announce that Jan DiMauro has joined our HR consulting team. Welcome, Jan! You can read more about her [here](#).

SHE'S BRILLIANT! CHERIE SCOTT

Cherie Scott,
Founder, Mumbai to Maine,
[shares the most useful advice she has received.](#)



ICYMI: RECENT BLOG POSTS

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