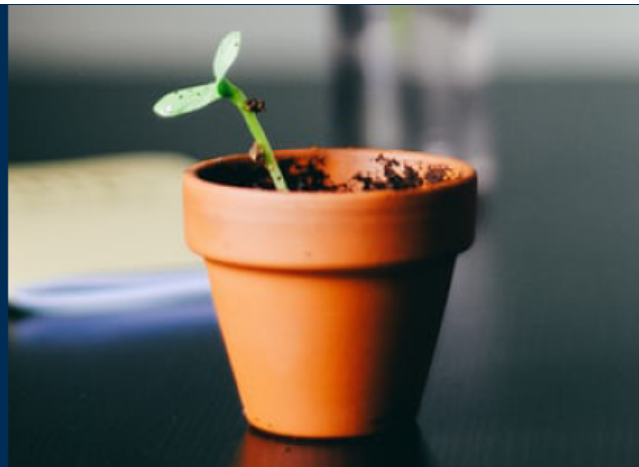




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## March Newsletter



March 1, 2022

Hello, and Happy Mardi Gras!

This year, we celebrate 15 years in business at KMA Human Resources. When I look back over the blur of the past decade and a half, it's

overwhelming to think how KMA has grown from a 12-point business plan back in 2007, to a start-up with a ton of heart, to the enterprise that it is today with a team of more than 40 professionals spread out across New England and beyond, all dedicated to providing above and beyond service to our valued clients.



Since day one at KMA, we have always believed in the power of the employee. It's at the core of everything we do. Now, as business leaders prepare for the current workforce supply and demand imbalance, they must put the *human* at the center of every business decision.

Here are five challenges we're seeing a lot of lately, and some employee-centric ways of approaching them.

1. If you're having a difficult time filling open positions, consider your internal hiring practices. Is your process as nimble as it could be? Keeping things moving along swiftly, and communication lines open shows candidates that you respect their time, and can make *you* more attractive in today's fight for talent.
2. If you're struggling with high turnover, ensure you're making compensation decisions that are aligned with the market, and equitable within your own internal pay structures.
3. If your employees are exhibiting signs of burnout, enact policies that address work/life boundaries – particularly important with a remote or hybrid workforce. Keep in mind that leadership needs to model the desired behavior – culture comes from the top.
4. If employee engagement and/or performance is an issue, do you have consistent listening tools in place? Pulse surveys, for example, can give managers real time insights into their employees' concerns, difficulties, needs, levels of stress, etc., so they can take action before a problem turns into a crisis.
5. If plans to bring your remote/hybrid workforce back into the office are being met with resistance, patience and understanding is key. At the

beginning of the pandemic, we all commended our teams for being flexible, and leadership needs to be flexible now in allowing time to readjust. A gradual approach might be needed to remind employees of all the joys and benefits of working together face-to-face.

Let's finish out Q1 strong, and since we're in the age of the employee, remember that KMA is here to help you manage yours.

As always, we are recruiting for our clients and have some excellent job opportunities to browse [here](#).

We're also looking for new talent to [join the KMA team](#).

If you're ready for a new start in your career (or if you're simply ready to explore the *idea*), we would love to hear from you, so reach out to me anytime!

Kim Anania  
President and CEO  
KMA Human Resources Consulting

## Here's what else is going on at KMA this month

**There's still time to register for our webinar!**  
**Surviving an Incident of Violence/Active Shooter, with Blue-U Defense**

**Wednesday, March 2nd - 12:00-1:00**

With the steady uptick in violent crimes across the country, it's more critical than ever to arm yourself with some basic skills that could mean the difference between life and death. In this complimentary webinar, the defense experts at Blue-U will teach you about the skills necessary to make good decisions in fractions of a second. They'll also cover some practical, highly effective personal defense tactics designed to keep you and your community safe through awareness, avoidance, and mental strength building. Please join us!



[Register here.](#)

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## She's Brilliant! Janene Oleaga

**Janene Oleaga**  
**Founder, Attorney**  
**Oleaga Law, LLC**  
[shares what she loves most about the work she's doing today.](#)



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**Our next Harassment**

# Are you in compliance?



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Get more information and register [here](#).

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