

Top four workplace trends in 2021

The year 2020 changed our workplaces, the way we work, and our people. Below are key trends that our organizational development professionals at **AGH Employer Solutions** are seeing in the marketplace and resources you can utilize to best position your teams and organization for success.

#1 DEVELOPMENT OF YOUR TEAM

Many teams continue to work remotely to some degree, and the signs of strain are evident. Teams (especially those with new members) need a way to build trust, communicate well, and work better together. In addition, many individual contributors may have seen their roles evolve or may be in new roles they may not be fully prepared for.

Assessments:

Utilizing the framework of the Myers-Briggs Type Indicator or DiSC Profile, we can guide your team through discussions to learn more about themselves and others on their team with a focus on communication, conflict, leadership, and emotional intelligence.

Professional Development Program:

An 18-month program for a group of participants that combines group learning and individual coaching in the areas of personal leadership, management, and culture and team.

Coaching:

Individual coaching for managers or high potentials customized to address specific growth areas.

#2 IMPORTANCE OF HR

One thing that 2020 showed us was the importance of the HR function in leading organizations of the future. From dealing with the move to remote work, to COVID precautions, to engaging employees amid a constantly changing environment – HR had to take the lead. And many organizations realized through the process that their HR function is not as strong as it needs to be.

HR coaching:

If your organization has someone over HR without proper training or with limited experience, they often “don’t know what they don’t know.” We can create a customized coaching program for your organization to bring your HR leader and function up-to-speed.

HR audit:

We can look holistically at your organization’s HR function – everything from hiring practices to employee reviews to HR policies – to determine ways to ensure compliance with regulations and create more value to the organization.

HR audit + coaching:

We can combine the HR audit with HR coaching to help you implement the recommendations from the audit, as well as provide ongoing support.

#3 EMPLOYEE ENGAGEMENT

It is imperative to know how your employees are doing and how you can continue to keep them engaged (which proves especially challenging with remote workers). As 2021 brings more certainty, we expect the labor market to open up with many workers changing jobs if they feel like they have been treated unfairly or are unhappy in their current workplace.

Gallup engagement surveys:

Using industry-leader Gallup's survey tool, we will facilitate a year-long process to understand the engagement of your employees, create and execute an action plan to improve engagement, and follow up to measure improvement.

Compensation review:

We can compare your existing employee compensation (both base and incentive compensation) to market rates to ensure you are providing appropriate compensation to attract and retain the talent needed to make your organization successful. We can assist in development of compensation structures and incentive programs.

Engagement audit:

In addition to engagement surveys, we can review your organization's employment-related programs, policies, and practices to provide recommendations for improving employee attraction, retention, and engagement.

OurWorkplace:

A web-based employee communication platform that allows employees to share suggestions or concerns anonymously, allowing information to reach the executives/board/owners that might not otherwise.

#4 NEW STRATEGIES NEEDED

2020 showed that the world continues to change at lightning speed and that organizations need to be able to keep up with that change to survive. Today's organizations still need to plan, but they must do it in a different way.

Strategic planning:

We can facilitate a process for your organization to develop a clear, shared vision for the future within a framework that allows for rapid change.

Strategic innovation:

If organizations are not thinking about what is next, they are likely to be disrupted. We can facilitate a proven process to help you think more innovatively, limit investment, and find new ways to improve your existing products/services and develop new ones.



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