HR...Is Your Friend!
10 BIGGEST CHALLENGES - 2017*

1. Political Administration
2. Health Insurance $$$
3. Cyber Security
4. Accessing Capital
5. NEW HIRING
6. Economy
7. Consumer Expectations
8. Competition
9. Virtual Workspace
10. Market Saturation

* Business News Daily

"Your ad said you were looking for a people person."
CHALLENGING TIMES… CHALLENGING PEOPLE

BIGGEST START-UP CHALLENGES:

#4. Adding Talent – Entrepreneur Magazine

BIGGEST PROBLEMS IN STARTUPS FIRST 3 YEARS:

#3. A Weak Team – Entrepreneur Magazine

#1 HEADACHE FOR SMALL BUSINESS:

MANAGING EMPLOYEES – Wall Street Journal
WORKFORCE PLANNING

- Tool to establish staffing levels
- Aligned with B-Plan/Pro-Forma
- Work with Budgets
ESTABLISH YOUR WORK CULTURE
"You seem intelligent, capable, level-headed and mature. That’s a shame because I was really hoping you’d fit in here."
https://www.snagajob.com/about/
BEHAVIORAL CORE COMPETENCIES

- Problem Solver
- Technology Literate
- Plays to Win
- Integrity
- Leadership
- Coachability
- Character
Talent Acquisition
ESTABLISH A PROCESS

How the work gets done:
- Creation of Roles, Job Descriptions
- Hiring Process

KSA’s
- Knowledge, Skills, and Abilities
CREATE AN EMPLOYER BRAND

- Hire to your Culture
- Reward Behavioral Competencies
- Drive Culture
IN A NUTSHELL...
OH

YEAH...

WHAT ABOUT EMPLOYMENT LAWS?
HAVE AN HR PRESENCE – FROM DAY 1
Thanks!

Any questions?

You can find me at
LTHIBODEAU@SPRINGBORNSTAFFING.COM
DABROMSON@SPRINGBORNSTAFFING.COM