Rethinking HR

Post-COVID19 & Beyond

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Presenter
What we will Discuss

The 3 F of HR

Formation, Feeling & Future of HR
## Formation of HR

### Profit & Non-Profit

**For Profit Organizations & HR**
- Staffing/Recruitment
- Employee Relations
- Benefits/Payroll
- Organization Culture

**Non-Profit Organizations & HR**
- Staffing/Recruitment
- Employee Relations
- Benefits/Payroll
- Organization Culture

### What’s the Same

**THE PEOPLE**

- Your Employees
- Supporters
- Customers
- Clients

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2020 Annual Summit
www.artiststhrive.org
## Formation of HR
### Profit & Non-Profit

**What’s the Difference**

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<tr>
<th>For Profit Organizations &amp; HR</th>
<th>Non-Profit Organizations &amp; HR</th>
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<tbody>
<tr>
<td>Talent Acquisition Departments</td>
<td>Sell their Value/Mission To Hire</td>
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<tr>
<td>Employee Relations Specialist</td>
<td>Cooperation Between Staff</td>
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<td>Benefits/Payroll Departments</td>
<td>Unpaid Staff/ Volunteers</td>
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<tr>
<td>HR Business Partners</td>
<td>Purpose of Organizations</td>
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- **Unpaid Staff**
- **Compensation**
- **Policies**
- **Employee Files**
- **Developing Staff**
COVID19 is the Great Equalizer
Feeling of HR Post-COVID19

Balancing Compassion with Laws and Business Needs

Cultural & Workplace Changes

New Laws/Regulations

Policies & Procedures

We All In This Together
Feeling of HR Post-COVID19

Balancing Compassion with Laws and Business Needs

• Use COVID19 to Create New Workplace Framework
• What Kinds Things Stop Doing/Start Doing
• Policy driven verse Principle Focus

Cultural & Workplace Changes

• Creating Culture of Belonging Remotely
• Leverage New Practices of Technology
• Create Culture of Competence and Awareness
• Inclusive Leadership/Board Members
• Culture of Training, Increase Job Responsibility and Advancement
• Create Culture of Diversity, Equity & Inclusion
Future Human Resources
Post-COVID HR Laws

The Family First Coronavirus Response Act (FFCRA)

- Effective April 1, 2020 – December 31, 2020
- Companies with 500 or less employees
- Expanded FMLA
- Paid Sick Leave Provisions

Payroll Protection Act (closed 8-8-2020)

- Administered by Small Business Administration
- Given to keep small business employees on payroll
- Has provisions of loan forgiveness

EEOC, ADA & Rehabilitation Act

- COVID provisions for current employee
- Hiring Applicants
- Providing Reasonable Accommodations
Post COVID HR Policies and Practices

Policies/ Practices Considerations

• Returning Employees From Remote
• Safety Precautions for Worksite
• Mask Wearing
• Employees Testing Positive
• Co-Workers Testing Positive
• Mental Health Awareness
• Workplace Celebrations
Human Resources Resources

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