



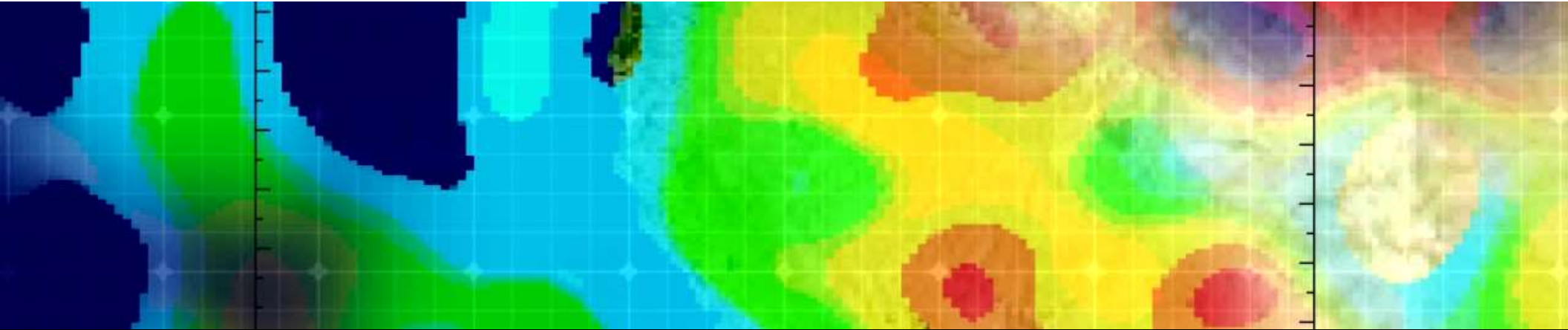
**WEATHERING
THE
WORKFORCE
STORM**

Katie Howard, PHR
Senior
HR Consultant



KATIE HAS OVER 20 YEARS OF PROFESSIONAL HR EXPERIENCE IN LEADERSHIP AND CONSULTATIVE ROLES. HER WORK HAS SPANNED A VARIETY OF EMPLOYMENT SECTORS, INCLUDING MUNICIPAL GOVERNMENT, HEALTHCARE AND PROFESSIONAL EMPLOYER ORGANIZATIONS. SHE HAS EXPERTISE IN ALL FACETS OF HUMAN RESOURCES INCLUDING TALENT MANAGEMENT, TOTAL REWARDS, PERFORMANCE MANAGEMENT, COMPLIANCE AND MORE. AT JAMES MOORE, KATIE ADVISES CLIENTS ON HR-RELATED MATTERS. SHE INVESTS TIME IN UNDERSTANDING THEIR CULTURE, CHALLENGES AND GOALS TO ENSURE HER RECOMMENDATIONS ARE TAILORED TO MEET THEIR NEEDS. BY EFFECTIVELY COMMUNICATING WITH ALL STAKEHOLDERS, SHE BUILDS STRONG RELATIONSHIPS AND IMPLEMENTS SUSTAINABLE HR STRATEGIES. KATIE IS ALSO A SEASONED SPEAKER AND PANELIST, HAVING APPEARED AT THE FORBES SCHOOL OF BUSINESS THOUGHT LEADERSHIP SUMMIT, HR FLORIDA, MULTIPLE MGMA CONFERENCES AND OTHER EVENTS.





FORECAST

WEATHER
PATTERNS

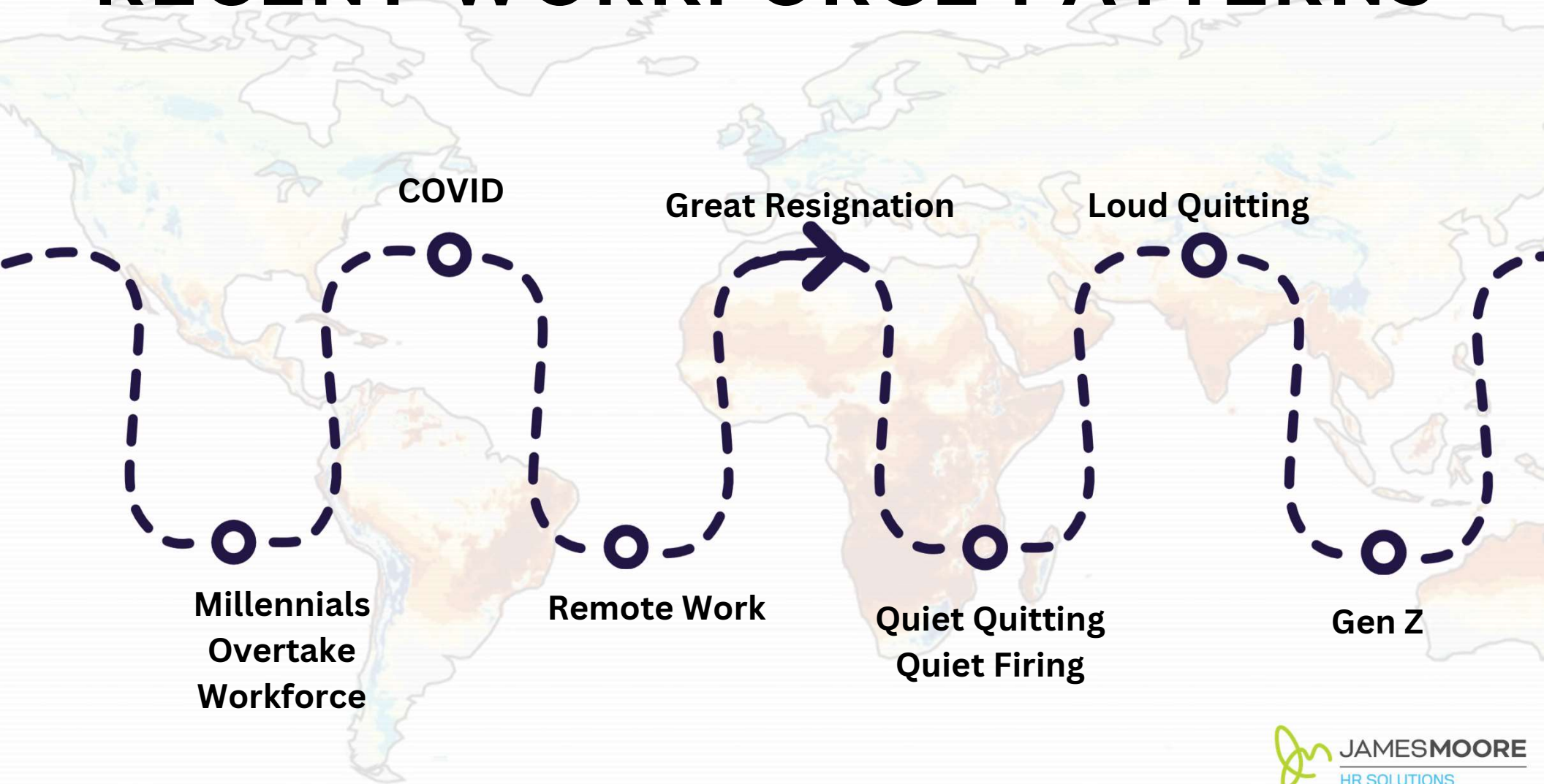
CURRENT
CLIMATE

STORM
PREPAREDNESS

A world map with a heatmap overlay. The colors range from light blue (low density) to dark brown (high density). High-density areas are visible in North America, Europe, and parts of Asia. Lower density areas are seen in South America, Africa, and Australia. The text 'RECENT WORKFORCE PATTERNS' is overlaid in the center.

RECENT WORKFORCE PATTERNS

RECENT WORKFORCE PATTERNS

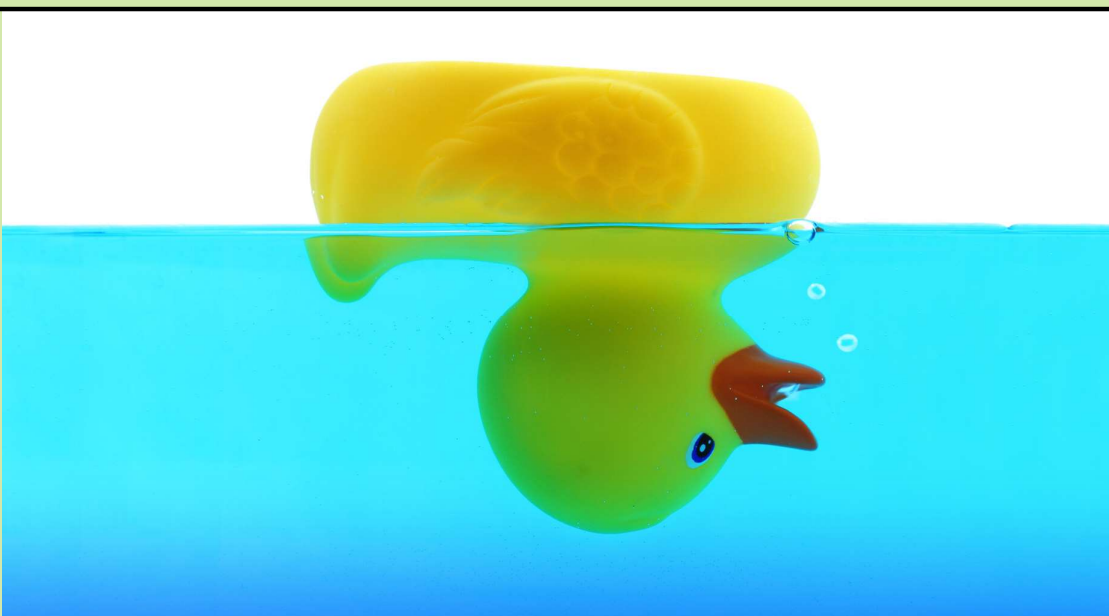


CURRENT CLIMATE

Talen
Employee Engagement
RETENTION
Safety
COMPLIANCE
BURNOUT
Technology
Mental Health
Diversity
TRAINING AND DEVELOPMENT

COMPENSATION

WHEN
WILL
WE
FINALLY
COME
UP
FOR
AIR



**"BY FAILING TO PREPARE, YOU'RE PREPARING TO
FAIL"**

-BEN FRANKLIN



JAMESMOORE
HR SOLUTIONS

RECRUITMENT

- Job Ad
- Screening
- Application
- Experience
- Culture Add

ONBOARDING

- **Structured Plan**
- **Day in the Life/Interactive Orientation**
- **Buddy System**
- **Continuous Feedback**

TOP 5 WAYS TO ENGAGE EMPLOYEES

- COMMUNICATION
- RECOGNITION AND APPRECIATION
- INCLUSIVE CULTURE
- CONSISTENT FEEDBACK
- WORK LIFE BALANCE
- GROWTH OPPORTUNITIES



THANK YOU

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