



KeyHR is the KEY to Your Success

How successful could you be if you could focus on what you do best? It's a question worth asking. And we not only HAVE the answer... We ARE the Key!

KeyHR is aligned with preferred provider companies to offer new and innovative ways to meet our clients' payroll, employee leasing, benefits and insurance needs.

Our relationship with these companies helps business owners reduce costs, save time, optimize their workforce, increase revenue and minimize risk. If your company needs to save money, address compliance issues, improve efficiencies and increase productivity, we have the solutions.

If your company needs to save money, address compliance issues, improve efficiencies and increase productivity, we have the solutions and the key to your success.

Trust Key HR to provide you with...

- Access to more service providers than any other business of our kind
- Specialists in every area of Human Resources
- Solutions for companies at all stages of development – from startups to fully mature
- A firm commitment to stay current on the laws that affect your industry and business
- Savings from 20 to 40 percent off your bottom line

It could be one of the smartest business decisions you ever make!

KEY CHANNEL PARTNER OF THE MONTH



Get Ahead of Consumer Behavior — Because it's Changing Fast

Consumers increasingly are assessing nearly every product, service, and experience according to how it affects their health. This may be more overt or subconscious depending on the situation, Accenture says, but it applies to every business.

Consumers everywhere have become so preoccupied with environmental health in the pandemic that it may permanently diminish some of the differences between cultures. Consider how everyday use of masks and face coverings has spread worldwide.

A few more consumer trends identified in Accenture research for businesses to better understand and anticipate:

1. A rise in conscious consumption

Many shoppers are making more mindful, sustainable, or environmentally friendly purchases.

What can you do?

Adjust your supply chain—or more fundamentally disrupt your brand or business model—to be able to market greater sustainability to customers.

2. A growing love for local

56% of consumers are shopping in neighborhood stores or buying more locally, and 79% and 84% respectively see this as a permanent change in their habits.

What can you do?

A smaller local business may want to get more involved in community outreach and support of causes authentic to your brand that will rally customers. Larger businesses can align with various local partners relevant to your products or sector.

3. The home remains the hub

More consumers are cocooning and working from home; this doesn't have to mean a boon only for hardware stores and furniture outlets.

What can you do?

The example of a hospitality company that reimaged its business to produce virtual events—adapting its expertise for our new housebound reality.

It's certainly not a time for business people who just want to sit back on their laurels. This is a time for inventors, innovators, and creative disruptors.

Understanding the consumer trends may help shape how you transform your business for 2020 and beyond.

principal.com

5 Ways to Stop a Valued Employee from Quitting

When a valued employee quits, the loss can have a detrimental effect on the person's team and department and maybe even on the entire company. Not only can an unexpected departure lead to lost revenue, but it also could lower the morale and productivity of remaining employees.

Here are five steps you can take that may stop a high-performing employee from quitting.

1. Talk It Out

If you or the employee's manager notices signs that an employee may be ready to quit—he is disengaged, shows up late, takes calls outdoors or leaves work at unexpected hours (perhaps for job interviews)—then approach the worker directly to see what's going on. He might be dealing with personal issues, in which case the employee likely will share the news when asked.

During this conversation, you will likely find out more, such as whether there's an issue you can help solve. "Maybe they just need to be heard," said Choros. "Maybe they have some constructive feedback and they want you to act on it. Maybe they don't really want to quit; they just have an issue that can be easily addressed."

2. Show Appreciation

If you're worried that an essential employee is going to quit, then start showing her how much you appreciate and value her.

"Everyone needs to feel valued," said Stephanie Crowe, head of global learning at Ingenico Group in Atlanta. "You can't stop someone from quitting, but you can prevent it by engaging them early and often."

For instance, Crowe recommended, thank employees regularly for their effort and commitment, praise them when they do a good job, and get to know more about their passions and interests and how they connect those passions to the company's purpose.

3. Offer Support

Employees may want to quit because they feel unsupported. They might take on more work than others on their team, not have the proper tools to complete tasks effectively or feel like management doesn't care about their well-being.



When you value employees, you also value their time and energy, so ask them what support you could provide to make their jobs easier and more rewarding, Crowe suggested.

4. Put Career Goals in Reach

Many employees are interested in advancing at their company, but they also want to advance their skills and level of expertise.

Advocating employees' career growth could prevent them from leaving, according to Crowe. She recommended finding and connecting workers with sponsors and mentors throughout the organization who can help those employees grow their networks and find new opportunities to learn. This effort includes singing employees' praises to other company leaders.

5. Invest in Employee Retention

Keeping employees engaged and satisfied should always be top of mind for HR professionals and people managers. Boost retention by reviewing compensation to make sure it's competitive, seeking new opportunities for development and finding out what employees want to gain from the job and company, said Chris Young, SHRM-CP, director of workforce development at the Texas Department of Transportation in Austin.

If one of your star employees wants to quit, it's in your best interest to do everything in your power to ensure he or she stays, he said. When you suspect someone is going to leave, don't hesitate to take action.

Finding excellent workers isn't easy, and you should strive to keep those employees engaged and happy in their jobs, said Dana Case, director of operations at MyCorporation.com in Calabasas, Calif.

"You want to surround yourself with team members who are ready to work hard and believe in your business so that the company and its employees may grow and thrive," she said. "Retaining excellent workers speaks volumes about the type of company culture and environment you have within the business—making it one that other talented employees will want to be part of, too."

shrm.org

EMPLOYEE BENEFITS



PRACTICE GOOD SELF-CARE: TAKE A MENTAL HEALTH DAY

As the global pandemic has shifted our lives into a new “normal,” many Americans have been faced with major transitions in their work, social, and personal lives. These changes are taking a toll. Over 60% of employees say they are experiencing more stress than before the pandemic started.

A major change we have seen over the past few months is the mass transition to working from home. This sudden break of routine and lack of social interaction has played a major role in how many people have been affected by the change of work environment. Since the onset of the pandemic, over 40% of employees are currently working from home. On average, these working from home employees are working two more hours per day.

During the start of the pandemic, employees that worked from home saw an initial burst in productivity, but over time, many found it more difficult to stay productive and maintain satisfaction. This was due to various causes including everyday monotony or having to work remotely without the proper resources in place to support their work. Many parents have been forced to juggle multiple roles as employee and teacher while trying to work with family members in the same location. Lack of social connections with fellow employees led to further difficulty, as did technology challenges and a new version of teamwork in a virtual work world.

This challenging milieu has been amplified by the additional health concerns for working parents about return-to-school plans this fall. Changes to our social circumstances, as well as major economic challenges including furloughs and pay cuts have been added strains to an already stressful period for many. As these changes continue to evolve over the course of the pandemic, feelings of uncertainty over when our lives will return to normality loom over us all.

One resource to help employees is a mental health day. Mental health days are designated days that are designed towards stress relief and burnout prevention. Although taking one day off is likely not going to solve significant underlying mental health issues, mental health days can aid in bringing back higher levels of energy and a fresh perspective by providing a temporary pause to the constant stress of balancing work and family life in a pandemic.

MAKE THE MOST OF YOUR MENTAL HEALTH DAY OFF

When taking a mental health day, it is important that one prioritizes their needs based on their current mental and physical condition. It is also necessary to take into consideration what forms of self-care and stress coping mechanisms work best for them. For some individuals this could look like resting in their pajamas and watching mindless TV for hours while for others, it could look like partaking in physical activities such as attending a yoga class, getting a massage, taking a walk, or swimming. Utilizing the tools needed to effectively make successful use of a mental health day is the main goal of taking a break to clear your mind and take time on self-care.

Personal mental health care should be considered a daily priority. Just like our physical health. It is important that we are cognizant of our stress levels or changes to our behavior that might be warning signs for further attention. Mental health days can be useful in giving employees a day off to take a breath – a much-needed break from our everyday stressors. It may also help them evaluate if there are healthy changes that they need to make in their thinking, attitudes, perspectives, and self-care activities to increase both their work performance and personal well-being.

espyr.com

WORKERS' COMP



The Only Thing That Will Change is Your Bottom Line

Worker's Compensation is a critical business issue. If you haven't thought much about it, chances are it's costing you too much – and if an incident happens, it can cost you a lot more.

KeyHR will work on your behalf in dealing with premiums, claims, regulators and injured workers to ensure the best possible outcomes for your business, your employees, and your bottom line.

Let us help you eliminate surcharges, premium deposits, audits, modifiers and sometimes down payment & lower overall workers' compensation cost in all facets of coverage.

Our PEO Services offered include:

- Payroll
- Benefits
- Workers' Compensation
- Human Resources
- Risk Management

To get more information on a PEO click here:
<http://keyhro.com/peo>



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Access to more service providers than any other business of our kind.



Specialists in every area of Human Resources



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Solution for companies at all stages of development-from start ups to fully mature



A firm commitment to stay current on the laws that affect your industry and business

WE ARE THE KEY TO YOUR SUCCESS!

Want to learn more about what KeyHR can do for your business?

Contact us today!



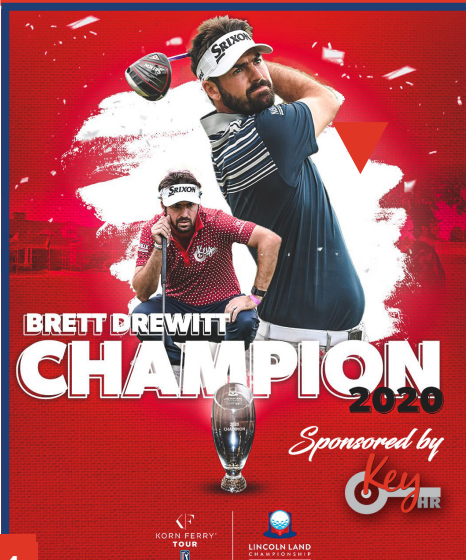
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BRETT DREWITT

Key HR's own, Brett Drewitt is currently beginning the Orange County National Championship presented by Knight 39, in Winter Garden, FL. To keep up to date on his progress, follow us on facebook, twitter, or Instagram! We wish Brett luck at this latest Korn Ferry Golf Tour.

GO BRETT!!

GOLF CORNER

