

ImagineHR Newsletter: SPOTLIGHT ON CULTURE & BENEFITS

CAN YOU IMAGINE A BETTER WORKPLACE?



Special Culture/Benefits Edition

WHAT IT IS

Culture is the character and personality of your organization. Leadership, management, workplace practices and policies impact culture in a significant way.

Culture is what you “permit and promote” within your organization; it is the sum of your values, beliefs, and daily interactions.

Culture is the “energy” you feel when you walk through the door.

Special Culture/Benefits Edition

WHY IT MATTERS

Strong and positive workplace cultures attract talent and enable organizations to retain quality employees. They live their values and function more cohesively.

Culture matters because employers who have productive and efficient working environments outperform their competitors financially.

A strong culture correlates with higher performing teams.

Special Culture/Benefits Edition

HOW TO DEFINE IT

Most organizations let their culture form naturally without really defining it. That’s a mistake. Leaders should be deliberate about defining the type of culture they want.

Once the values are clearly defined, everything else can be aligned around these values, such as hiring practices and employment policies

A culture assessment can help a company define their values.



Join Us for Our Next Virtual Workplace Coffee Talk - *Feedback, Coaching & Engaging in the New Economy*

July 22, 2020, 9-10AM

Being an effective communicator is the #1 trait of the best leaders and managers. It’s also the #1 issue reported as the biggest challenge within an organization. Good communication is vital to a healthy culture. Learn the secrets of the most effective communicators at our next coffee talk.

[REGISTER HERE](#)

Spotlight on Corinne Kozlowski, Independent HR Consultant & Owner of HR Solutions2Go, LLC

Corinne is an ImagineHR partner. She takes a common-sense approach to HR matters and provides practical advice, balancing business needs with compliance issues.

As an experienced HR Professional, she has a strong generalist and recruiting background and is known for being ultra-responsive and reliable.

There are few out there like Corinne - passionate, smart, and thoughtful. Clients love her "real and candid" approach and they have no doubt she'll get the job done.



HR Audits and Assessments

- If you are struggling with low morale and a disengaged workforce, this is a powerful first step to improving your workplace culture.

Management and Leadership Training

- During these unprecedented times, it is crucial that your management and leadership teams are trained on legal issues and best practices.

Workplace Investigations

- Employment litigation is costly and time-consuming; investigating issues early and directly can help mitigate against legal risks.

HR Support and Consultation

- Dealing with employment issues can be nuanced, risky and complex - we can help.



We are assisting a local Home Healthcare Co in recruiting for two fantastic positions:

**Talent Acquisition/HR
Marketing/Sales**

**Please send your resume or contact Corinne at imaginehr2@gmail.com for more information on these opportunities.*



Meet Holly Frank! Holly is our go-to for all-things healthcare benefits related. She is an expert advisor and incredible resource. Holly works with NFP, an established brokerage and consulting company headquartered in Cleveland. She is also one of the nicest people you'll ever meet.

For months, Holly has been tackling COVID questions and assisting businesses with their unique issues and concerns. NFP and Holly's team have worked diligently to continue to ensure their own company culture has remained strong and effective throughout these times. As a leader in their industry, they are "leading by example" while helping clients stay informed and compliant.

Advisor, Corporate Benefits

4700 Rockside Road, Suite 540 | Cleveland, Ohio 44131

P: 216.264.5523 | M: 216.532.4700 | F: 216.816.0035 | holly.frank@nfp.com | NFP.com

NFP's response to COVID19 was nimble and rapid, beginning with moving almost every employee to work remotely. Additionally, maintaining clear and open communication with employees and clients has been a priority at NFP. Through creating an insights page dedicated to all COVID19 related content housed on the NFP website, NFP is able to provide a variety of resources to support employees and clients. These resources provide insights from experts on the impact of COVID19 on a range of topics through webinars, FAQs, videos and more.

A major resource NFP offers on the insights page are webinars on various subjects related to COVID19, including benefits compliance, HR issues, property and casualty, and retirement. NFP also recently launched a return to work series to help employers start to navigate considering re-opening. Experts from NFP have written several white papers that provide analysis and insights on topics like legislative updates, how to weather the storm during market fluctuations, event cancellation, coverage impacts, Rx landscape, employer guidance at the state level, mental health and well-being, supporting employees during a crisis, COVID19 cost impacts to employers and more.

With sharing all the resources related to COVID19, NFP has made it a priority to include good news throughout communications. Taking a thoughtful approach to communication, NFP has been able to create content for a varied audience, allowing for many experts to contribute and support different communities in this unprecedented time.

imagine HR

Thank you for taking the time to read my newsletter. I will continue to share important information on relevant workplace topics and spotlight consultants and businesses here in Northeast Ohio making a difference. Feel free to reach out anytime at stella@imaginehrconsulting.com or 440.897.1991 for more information.