

# ImagineHR Newsletter: CULTURE DURING COVID

## CAN YOU IMAGINE A BETTER WORKPLACE?



### SPECIAL COVID-19 EDITION REIMAGINING WORK

The way we get work done has drastically changed in a short period of time. Many organizations have stepped up, making tough decisions and quickly implementing new policies to ensure health and safety. Most employees are now working remote, challenging us all to rethink workplace norms. Staying productive and connected as a “team” may take more intentional effort but it can be done with the right approach.

### SPECIAL COVID-19 EDITION REBUILDING ENGAGEMENT

Employees who are “engaged” in their work are happier and more productive. Smart companies understand the business reason for maintaining a high level of employee engagement - research shows profits soar when employees are excited to come to work and feel they are heard and appreciated. COVID has created unique challenges in trying to keep employees happy and engaged. If you need assistance, we can help.

### SPECIAL COVID-19 EDITION RETHINKING CULTURE

A silver lining during this time has been a renewed focus on workplace culture. COVID has created a moment of truth for many employers. Culture is an organization’s collective behaviors and beliefs, which are amplified during a time of crisis. Organizations are put to the test during tough times, and experts say resilient companies exhibit values such as sincerity, honesty, transparency and adaptability.

## COMING SOON...

### IMPROVING COMPANY CULTURE VLOG SERIES

An in-depth, candid conversation about what company culture means, how to establish it, and why it's so essential to have it.



**DAWN JA'NET WILLIAMS**  
Culture Improvement Specialist



**ANGELA MAJERLE**  
Employee Engagement Advisor



**STELLA SKALJAC**  
Employment Law Attorney

## IMPROVING WORKPLACE CULTURE

Company culture matters and it's even more important during these challenging times. Dawn Ja'Net Williams and Angela Majerle are not only experts in the field of culture and engagement, they are truly two of the most passionate and intelligent women I know.

Dawn and Angela are working with businesses to help them build positive and productive cultures - by conducting an initial assessment and then formulating an engagement strategy, they have systematically helped leaders begin to transform their workplaces.

Dawn will be sharing more insights on her new Vlog Series! Contact her at [dawnjanet.williams@gmail.com](mailto:dawnjanet.williams@gmail.com).

## SPOTLIGHT ON MARIA DRESS, HR CONSULTANT

Maria and I have worked together for many years. We often say we are the yin to each other's yang - Maria has a pragmatic and "business partner" approach to HR while I weigh in on the legal side. Together, we can tackle any employee relations issue, balancing all risks and viewpoints.

Organizations love working with Maria and respect her advice and knowledge on all things work-related. Contact us for an Audit, Training or a Handbook Review.



### HR Audit

- This is a comprehensive assessment of all HR functions and risk areas and provides employers with an objective review and legal/best practice recommendations.

### HR Trainings

- We offer critical training programs, such as diversity and inclusion, cultivating high-performing teams, employee engagement workshops and management training.

### HR Policies

- Organizations today must ensure their policies are up-to-date and reflective of their culture and values; if you have not reviewed your employee manual in a while, give us a call.



### RETURN TO WORK CHALLENGES

Employees continue to struggle with returning to work. Employers are doing all they can do to make returning to work seamless and safe. However, challenges remain -*legal protections may apply for those with health/family issues.*



### COVID MANDATES CONTINUE

Ohio's Urgent Health Advisory replaces the prior Order; many of the protocols are still in place; however, travel restrictions and the 14-day quarantine are loosened -*continue to make sure your safety policies are in place.*





Jill Windelspecht is the President of Talent Specialists Consulting, Inc. Jill and I are continuing to host our Workplace Coffee Talks and we hope you can join us virtually. Our next coffee talk - **Global Pandemic and Racial Unrest: What Employers Can Do to Lead Effectively and Soundly in Today's Challenging Times** - will be held on **Wednesday, June 24th from 9-10AM** with special guest speaker, Cindy Holzheimer, President/CEO of the Northern Ohio Area Chambers of Commerce (NOACC). [SIGN UP HERE](#)

Jill takes a unique approach to leadership and executive coaching, combining her neuroscience background with her experience as an organizational effectiveness consultant. Her mission is to help leaders become more self-aware, facilitate effective change and design business strategies for success.

Jill believes: "Leadership can be developed, and it starts with self-awareness and a willingness to continuously learn and improve. Understanding how we are wired helps us understand our own actions and motivations, then moving to understand how others are motivated will make us better leaders. At the foundation, it is about breaking old habits and building new ones." Contact Jill at [jillwindel@talentspecialists.net](mailto:jillwindel@talentspecialists.net) to learn more!



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](mailto:stella@imaginehrconsulting.com) or 440.897.1991 for more information.