The Financial Case For Strengthening HR And Workplace Culture

In business, we deal with significant resources and costs, most often our biggest assets are also our largest expenses. When we invest in a new assets that are 10, 15 or even 20% of our total expenses, such as a piece of equipment or technology, we go to great lengths to protect that investment, ensuring that it is well maintained and running as efficiently as possible. However, rarely do we put the same energy in protecting and maintaining our largest investment, which for many businesses can be 55% to 75% of our expenses, our staff.

Human Resources (HR) staff and departments are tasked with maintaining legal compliance, perhaps managing payroll and benefits and addressing the cause and effects of employee turnover. Often Turnover is given a lot of attention in HR because it is so visable. As important and costly and employee turnover is, it is rarely the most important or the most costly. Turnover is usually the symptom of much larger and more expensive issues that plague most businesses.

These issues, such as employee burnout and disengagement create a much more damaging and expensive problem and frequently lead to turnover.

In this 60 minute webinar, we will identify the 5 most common and costly staffing issues, explain how your existing workplace culture may be making these problems worse, share tools to help any business calculate their specific cost from these common labour issues, and most importantly, provide practical steps and strategies to address the issues.

We will also look to engage conversations and input from the participants and use many real-life examples to ensure that all information is practical and meaningful to everyone in attendance.

"Dealing with employee issues can be difficult, but not dealing with them can be worse."

- Paul Foster

Roman 3 Operations is a training and advisory service provider that supports the public, private and not-for-profit sectors. Our goal is to inspire innovation and implement sustainable solutions.