



Five Ways HR Can Help Your Caregiver Succeed

2022 HOME CARE GROWTH SUMMIT



What is HR?

The Seven Core HR Functions



Recruitment and Selection



Training and Development



Performance Management



Employee Relations



Employment Law and Compliance



Compensation and Benefits



Administration, Payroll & HR Systems

WHAT CAN HR BRING TO YOUR AGENCY?

- Peace of Mind
- Knowledgeable Resource
- Policy Maker
- Discipline Manager
- Performance Aligner

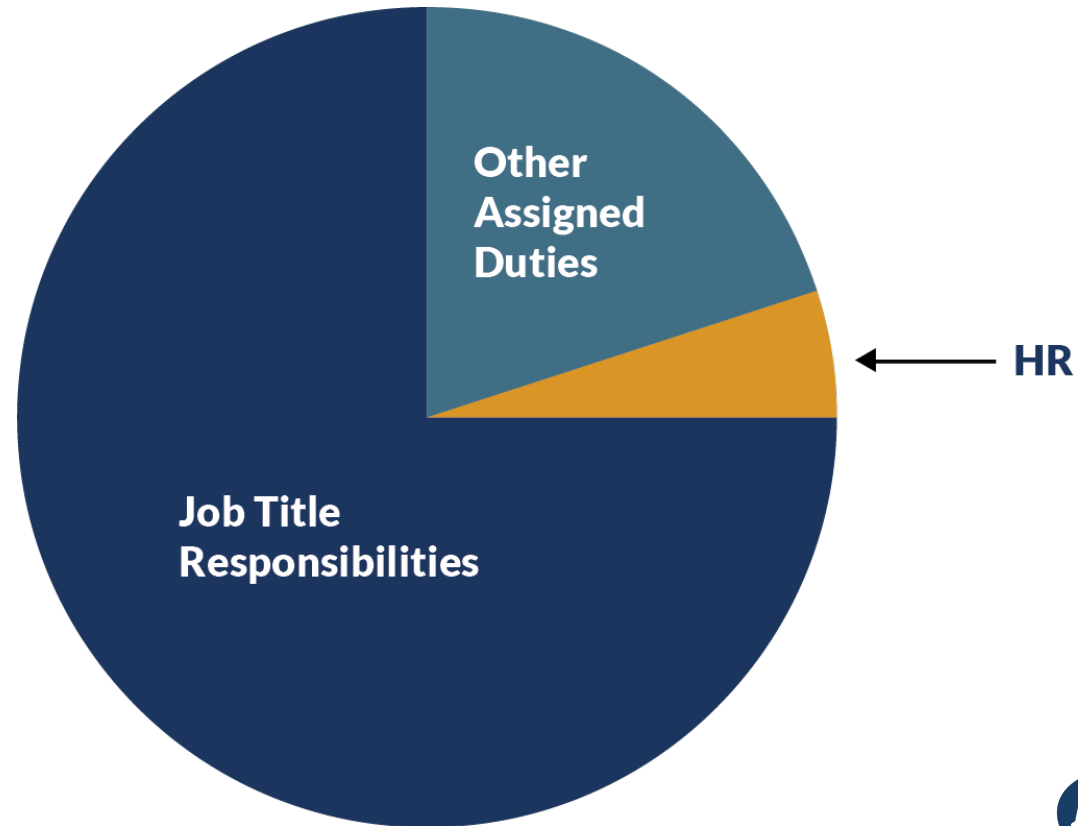


The background is a solid teal color. It features several decorative elements: a cluster of white dots in the top-left corner, a larger, irregularly shaped area of white dots in the top-center, a solid teal shape in the top-right, a solid teal shape in the middle-left, and another cluster of white dots in the bottom-left.

“To be a great HR leader, you must first be a **great leader.**”

WHAT CAN HR BRING TO YOUR AGENCY?

Not Primary Job!



WHAT CAN HR BRING TO YOUR AGENCY?

- ✓ Not Primary Job!
- ✓ Lack of Clear Expectations
- ✓ High level of FOMO

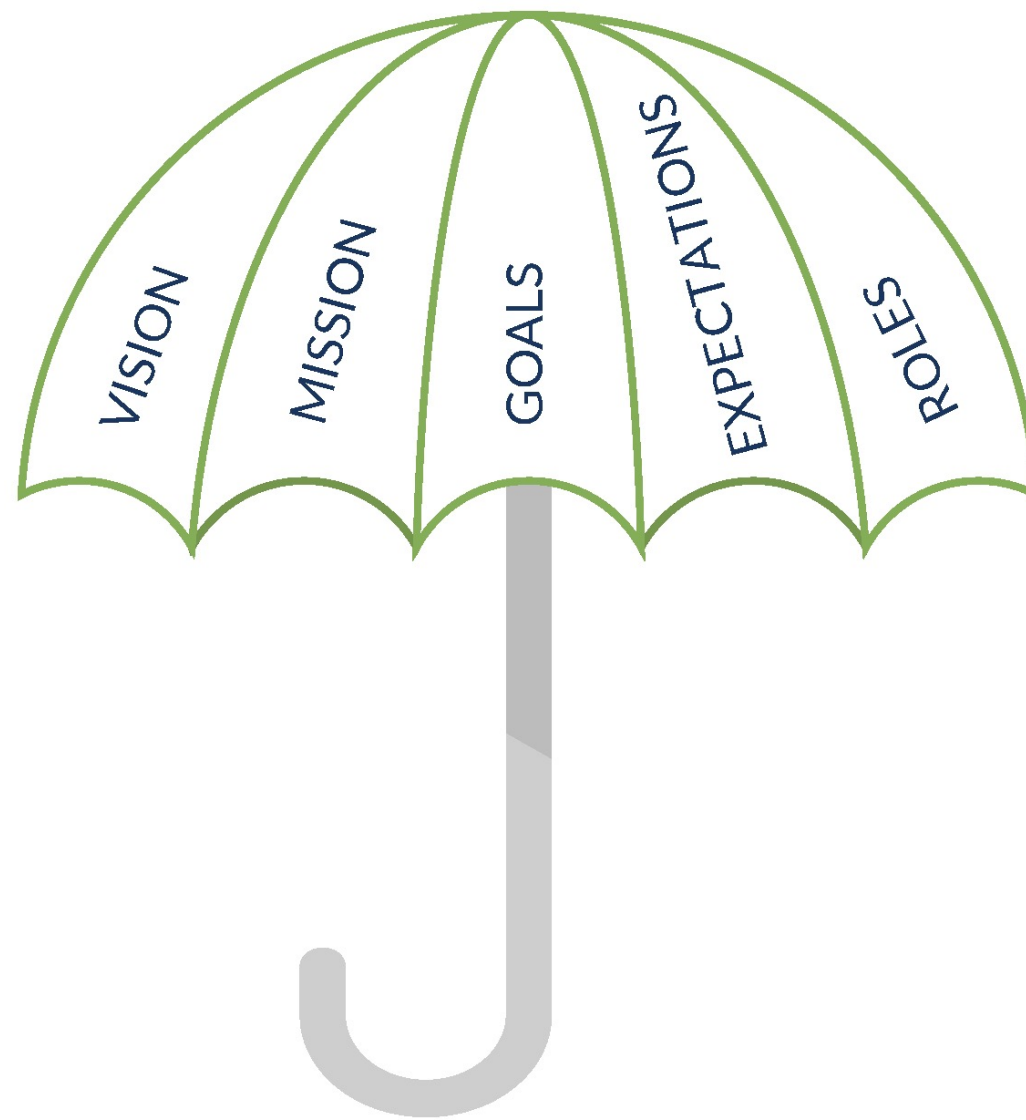


WHAT CAN HR BRING TO YOUR AGENCY?

- ✓ With ME
- ✓ Technical
- ✓ Tactical
- ✓ Strategic



Clarify the Umbrella



Become Deep and Wide

- Be a **LISTENER**
- Be a **LEADER**
- Be a **LEARNER**
- Be a **LEVEL-HEAD**
- Be a **LOCAL**



HR as 'A Care Giver'

- You already have the **heart, empathy, and awareness** for the job
- You are **different** than the **recruiter**
- You **need the skills** to empower your second hat leadership role
- Caregiving puts the **human back in human resources**



HR Cares About the Person

- HR professionals care about the physical, mental, and spiritual aspects of the employee experience.
- HR isn't for the really, really good people and the really, really bad people but for all.
- HR cares about personal development



HR Cares About the Organization

- HR is operationally minded
- HR understands why the company exists
- HR is an advocate and public speaker for the company
- HR cares about the right way to do things



HR Cares About the People

- HR cares about the morale of the company
- HR cares about discipline
- HR cares about rewards and recognition
- HR cares about the overall employee experience



Caregiver, the new HR

- Empower your new **Second-hat Leadership Role**
- You Bring the company **Peace of Mind, Knowledgeable Resource, and Policy Maker**
- You Bring the company **Discipline Management and Performance Alignment**
- You Bring **Compliance Standards and Safety Systems**



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Audience Q&A

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