

# HR News & Update

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A Brand New **HOT TOPIC** for HR...

## **Grey Matter Matters & Your Grey Matter is Walking out the Door!**

Changes in workforce demographics, labor migration patterns and economic conditions are causing organizations to face the challenge of retaining critical knowledge that is parting the organization – their grey matter.

Perhaps more than ever, employers in many industries are faced with the issue of losing their critical knowledge assets. Given the aging of the baby boomer generation, retirement eligibility will reach high levels in coming years. One troublesome statistic suggests 19 percent of the workforce holding executive, administrative and managerial positions in the United States will retire in the next five years.

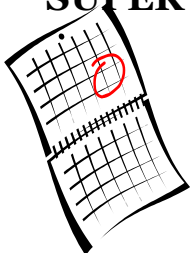
As older employees that have been with your company for most of their working lives, retire over the next several years, they walk out the door with critical knowledge that your organization needs to thrive. If companies are not proactive in strategizing and implementing a succession plan, they will find themselves playing catch-up with their competition. Your competition is already preparing for their own shift in executives, management and administration.

A 2003 survey of 5,000 executives reported that 46 percent planned to leave their position in two to five years. Annual turnover rates of 30 to 40 percent are currently common in many industries!

Is your organization prepared to lose its grey matter? Have you cross-trained employees so that you have people to “take over?” Companies cannot afford to wait! Plan now and be prepared so that you and your clients do not fall behind and suffer the consequences of parting grey matter.

### **SAVE THE DATE ...**

### **FOR OUR UPCOMING SUPERVISORY SKILLS PUBLIC SEMINAR**



Thursday, May 18, 2006  
9:00 a.m. to 4:00 p.m.

**“RECRUIT, COACH &  
MOTIVATE FOR SUCCESS!”**

**d.gallant** MANAGEMENT ASSOCIATES’

## **MOST POPULAR SERVICES SO FAR THIS YEAR . . .**

### *Temporary HR Manager:*

Several clients recently have asked us to assist them in their search for new HR Managers. While the search was being conducted, we spent weeks, even months, full-time on-site at the client’s location administering the day-to-day HR Functions that seem to take over when not addressed! We can help our clients and their HR department carry on as normal during the important search process that should be anything but rushed! Serving as the interim HR Manager has allowed us to gain a better understanding of the organization’s culture and environment, and consequently, ensured that we sent only the BEST candidates for them to interview!

### **Association Administration Management:**

Another new service that is becoming more and more popular with our clients is our “Association” Administration services! Running a trade association with its constant demands of administrative tasks can truly be daunting. Outsourcing these responsibilities to us can allow our clients to spend their valuable time on the mission of the Association and not the paperwork.

**Call us for more information,  
(207) 773-4800**

### **Did you know?**

**there is a brand new USERRA  
poster in effect . . .**



On December 19, 2005, the US Department of Labor issued regulations that are intended to explain and clarify employer obligations under the Uniformed Services Employment and Reemployment Act of 1994 (USERRA). On this same date, the US DOL also issued the final version of the required USERRA workplace posting.

All employers, regardless of size, are covered by USERRA. This means that even companies with just a handful of employees must comply with the USERRA’s requirements. All employers must provide employees notice of the rights, benefits and obligations of employees entering military service and employer obligations under the act.

The poster should be displayed where your company posts other employee notices and required postings. Earlier versions of the USERRA poster should be replaced with the new December 2005 version at all company locations.

## Welcome Back Sheila!

Sheila Deringis has recently re-joined our staff as the Client Services Manager, after completing a 9-year experience with the American Public Gas Association in Washington, DC.

While in Washington, she worked closely with a 36-member Board of Directors and was the staff executive on several committees including membership, annual conference, associates, and awards.

Sheila previously worked for D. Gallant Management Associates in the same capacity as the Client Services Manager. Sheila is a very bright, ambitious and talented member of our staff.

You too will enjoy working with her! Feel free to call her at anytime!

### Don't Miss Us!

May 10<sup>th</sup> – 12<sup>th</sup>

*At the Maine Human Resources Convention & Expo at the Samoset!*



Stop by our Booth!



Join Deb Gallant on the Trolley for Senior Level HR Professionals May 11<sup>th</sup>



Play the Customer Care-ribbon Game with Linda Blessing & Lindsay Strang, May 12<sup>th</sup>

## Fido-Friendly Businesses are Flourishing



Dog owners would be willing to work longer hours, commute a greater distance and even switch jobs and consider a salary reduction if their four-legged friends could accompany them to work!

70% of employees surveyed by dog-centric website "Dogster" think that a dog-friendly workplace is an important employee benefit. Most people believe that it boosts morale, lets other employees look forward to seeing co-worker's dogs, and helps to create a less stressful work environment.

A dog-friendly work environment may not be for everyone. Some owner's overestimate their dog's ability to handle strangers and new situations. Guidelines are important. Some organizations that allow dogs ban them from certain areas such as bathrooms, meeting rooms and serving areas.

It's common for dog-friendly organizations to mandate that owners keep their dogs on a leash and under the owner's control. Also it's imperative that people who are allergic to animals (or do not want to work around pets) be accommodated.

One client of D. Gallant Management's, a bank in New Hampshire, recently added Pet Insurance to their list of company paid Employee Benefits!

Organizations interested in the idea of allowing dogs in the workplace but hesitant to institute the practice on a daily basis may want to participate in the 8<sup>th</sup> annual "Take Your Dog to Work Day" on June 23<sup>rd</sup>!



Watch for the *President's Corner* piece on

### "Compensation Strategies for a Dynamic Business Environment"

by Deborah Gallant, SPHR

in the May 2006 issue of this Newsletter!

## CURRENT RETAINED SEARCHES:

### Brookfield Power

(formally Brascan Power)

- **Hydro-Electric Power Technician**  
Work location – Rumford, Maine
- **Staff Assistant/Accounts Payable Clerk**  
Work location – Portsmouth, NH
- **Staff Accountant**  
Work location – Portsmouth, NH



Simple... Fun... & Un-Costly

## Morale Boosters

That ANY company can employ!

- ★ Send birthday cards to all employees mailed to their home address from your company's President or Owner.
- ★ Keep index cards on each employee with names of spouse, kids, pets, special events, etc. for topics of conversation.
- ★ Recognize anniversary of employment dates & acknowledge it to employee, recognition - - flowers, etc
- ★ Everyday appreciation candy jar at the reception desk.