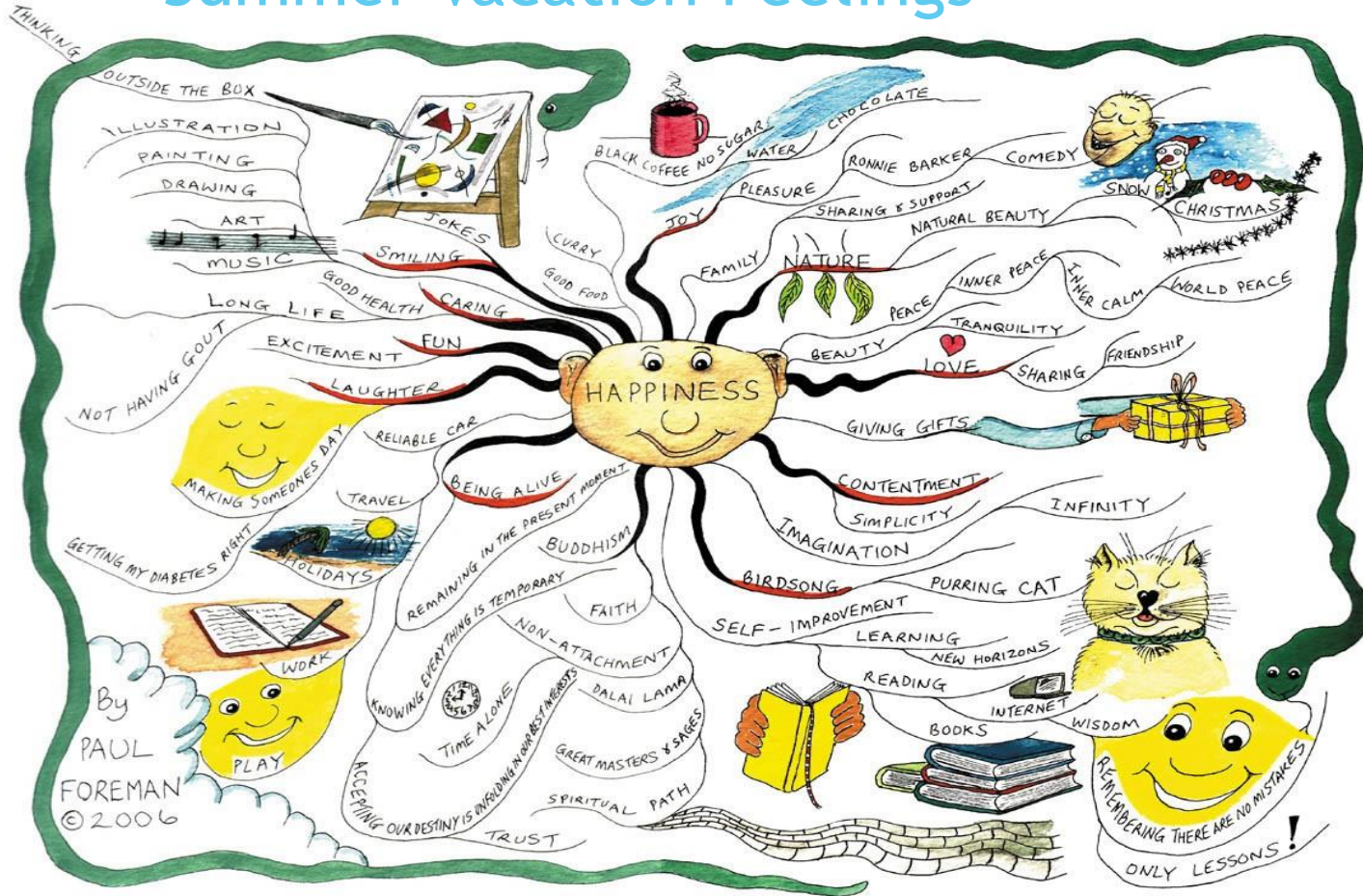


Human Resources before Summer



Summer Vacation Feelings



Summer = mid-year=opportunity to:

▶ Review:

- ▶ Objectives
- ▶ Resources

▶ Enjoy :

- ▶ The silence in the office
- ▶ Work remote
- ▶ One to one conversations with your boss, peers, team members

▶ Plan

- ▶ Results achievement
- ▶ Resources

Review

▶ Objectives

- ▶ What was set and how the context changed?
- ▶ Discuss and agree on the new ones
- ▶ BE AMBITIOUS

▶ Resources

- ▶ Workforce Planning
- ▶ Onboarding process
- ▶ Training and development needs

Enjoy

▶ The silence in the office

- ▶ Use mindfulness to properly analyze the priorities
- ▶ Revisit the strategy
- ▶ Revisit the potential candidates for key roles' list
- ▶ Be aware of your team potential

▶ One to one conversations with your boss, peers, team members

- ▶ Use coaching as a tool for guidance and development for yourself and your team
- ▶ Organize ad-hoc trainings to facilitate integration of new team members and encourage improvement discussions
- ▶ Define, together with your team members, the best way to work together

Plan

▶ Results Achievement

- ▶ Work on the detailed action plan with your team
- ▶ Integrate the new ideas into the new action plan with specific objectives and KPI's
- ▶ BE AMBITIOUS

▶ Resources

- ▶ Start the recruitment and selection process for the new members based on the identified needs so the team is fully complete starting September
- ▶ Delegate new tasks to team members thus creating a space for continuous learning by providing constant feedback to support development
- ▶ Training and development plan that integrate on the needs identified in the coaching sessions

The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue, creating a modern, dynamic feel.

► From HR point of view **Summer** is about
connection with people who bring
results and have fun doing
that

Thank you!

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