

THRIVE

Sponsored by



How to Be Dedicated to HR When you Don't have Dedicated HR



Holly Haslam

Human Resources Partner

Brewers Association



**What do most people think
of when they think of
Human Resources?**

THRIVE

HR Is...

- Recruiting, screening, hiring & workforce planning.
- Developing positive relationships.
- Representing your company.
- Resolving conflict.
- Ensuring compliance.
- Negotiating benefits.
- Making sure people get paid on time.
- Improving systems.
- Creating training programs.
- Encouraging and supporting growth and professional development.
- Advocating for employees.





Whether you have an HR department (or person) or not...

HR is happening in your organization.

Is it happening purposefully?

Let's Tackle This Together

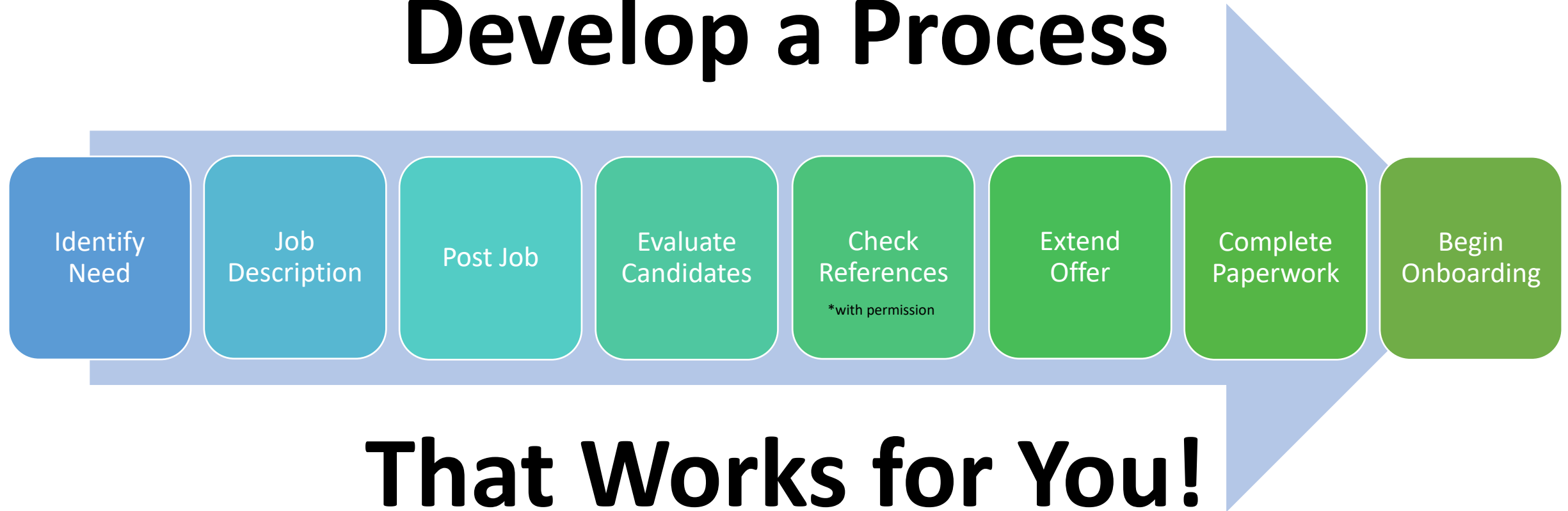


Recruitment & Hiring

Developing your Process • Job Descriptions
Finding the Right People • Making a Successful Hire

THRIVE

Develop a Process



That Works for You!

Job Descriptions

- Job Title & Location
- Summary of Company
- Summary of Position
- Schedule/Shift
- Compensation & Benefits
- Job Duties
- Knowledge, Skills, and Abilities
- YES! YOU SHOULD STILL APPLY IF...
- How to Apply



Finding the Right People



Making a Successful Hire

- Stay in touch
- Be clear about deadlines and expectations
- Build excitement about the job
- Make your new employee feel welcome
- Create connections
- Let them know who to ask for help
- Use positive reinforcement
- Check in!



THRIVE

Employee Retention

Improving Employee Relations • Training
Professional Development • Exit Interviews

THRIVE

Building Positive Relationships

- Develop connections
- Show appreciation
- Monitor job satisfaction and employee engagement
- Watch for signs of burnout
- Create a safe environment
- Resolve conflicts



Training

Why

- Factor in choosing & remaining with a company
- Provides a positive working environment
- Sets your brewery up for success

What

- Orientation
- Leadership/ Managerial
- Safety
- TIPS

How

- Internal vs. Outsourcing
- Hands on vs. Virtual



Professional Development & Advancement Opportunities

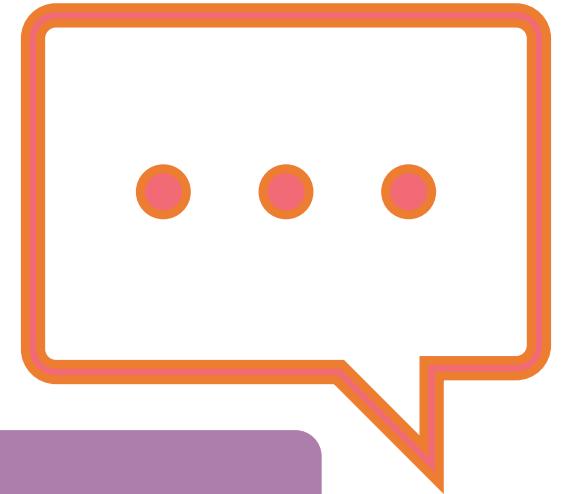
Why is it important?

- Invest in your employees and they will invest in you!
- Keep employees engaged and motivated.
- Develop skills based on strengths and interests.
- Make employees more valuable to the team.

Exit Interviews

Give you insight on...

- What is & isn't working.
- What employees value most.
- How to improve culture and reduce turnover.
- Management issues.
- Compensation and benefits.



What Resources Are Available?

Intro to
HR
Toolkit

SHRM[®]

CB
HR
CRAFT BEER
HUMAN RESOURCES

BWA
BREWERS
ASSOCIATION[®]

THRIVE

How can we help you?

