

RfH Virtual Conference

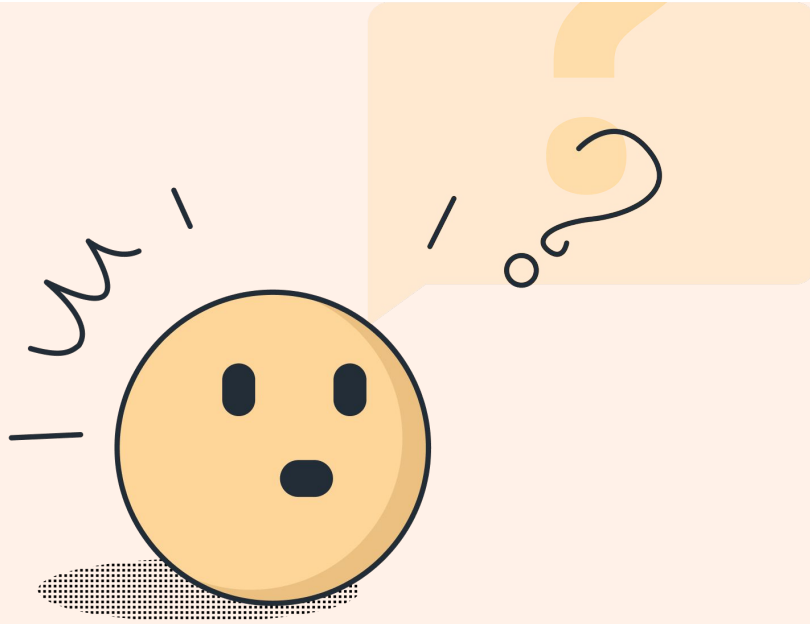
Your People Team Members Are People, Too!

Resources for Humans Virtual — September 2020



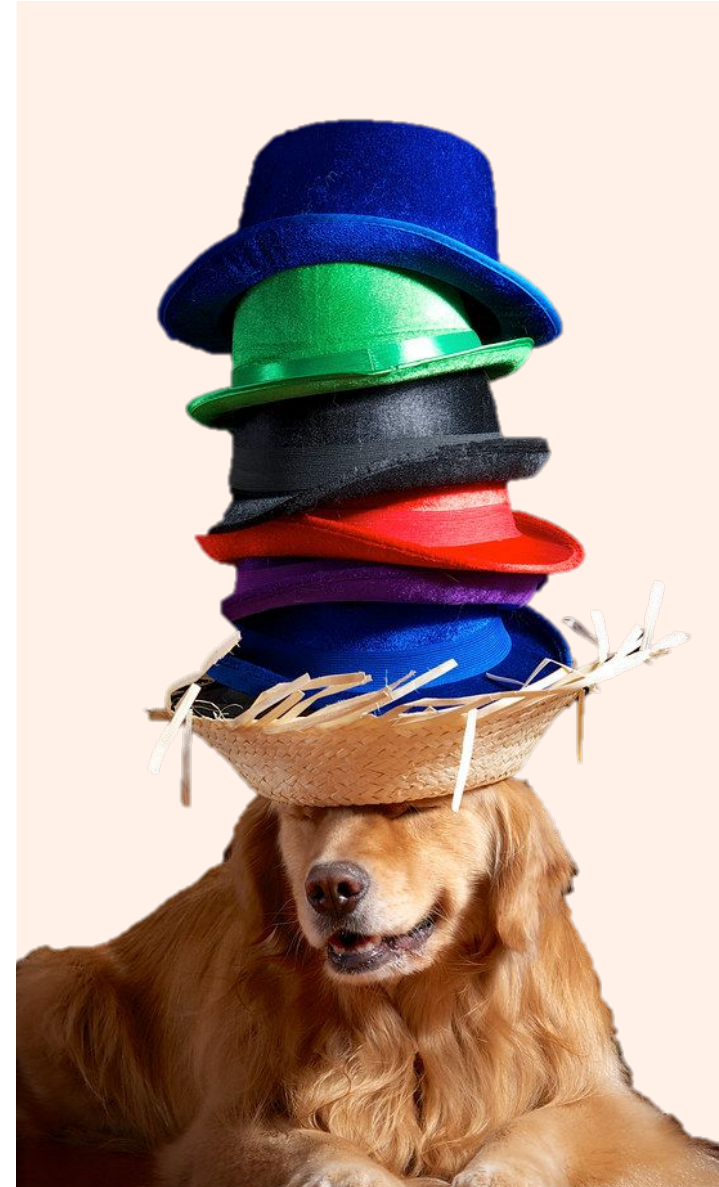
Hi, I'm Garima Gupta,
Director of HR, Thek Fund for
Global Human Rights.





So...Who's the 'HR' for HR?

Let's be honest,
we wear **a lot** of hats.





The things we do...

**...And the COVID-19
crisis just added to
the pressure.**

The Top 4 Issues on **HR Teams'** Minds

46%

Employee wellbeing

39%

Managing remote work

36%

Jobs and continuity

14%

Mental health and uncertainty

Source: Bersin and MIT Sloan COVID-19 HR Pulse Survey, April 2020

The Top 4 Issues on **Employees'** Minds

46%

Financial
security

39%

Health and
wellbeing

36%

Family

14%

Productivity
and work

Source: Bersin and MIT Sloan COVID-19 HR Pulse Survey, April 2020

What are companies doing?

100%

Virtual coffee breaks and happy hours

100%

Communication transparency

100%

Daily crisis meetings

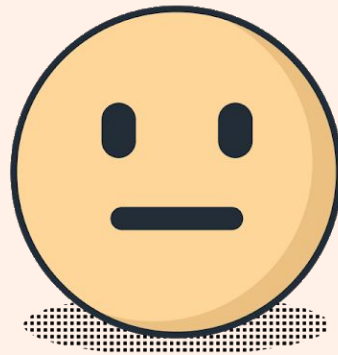
100%

Building information centers

93%

Implementing on-site safety measures

Source: Bersin and MIT Sloan COVID-19 HR Pulse Survey, April 2020



We weren't trained for this.

**Bottom line:
HR isn't like other
functions.**



**We're caught between
employees and management.**



We're unsharing, not uncaring.



We deliver **bad news.**



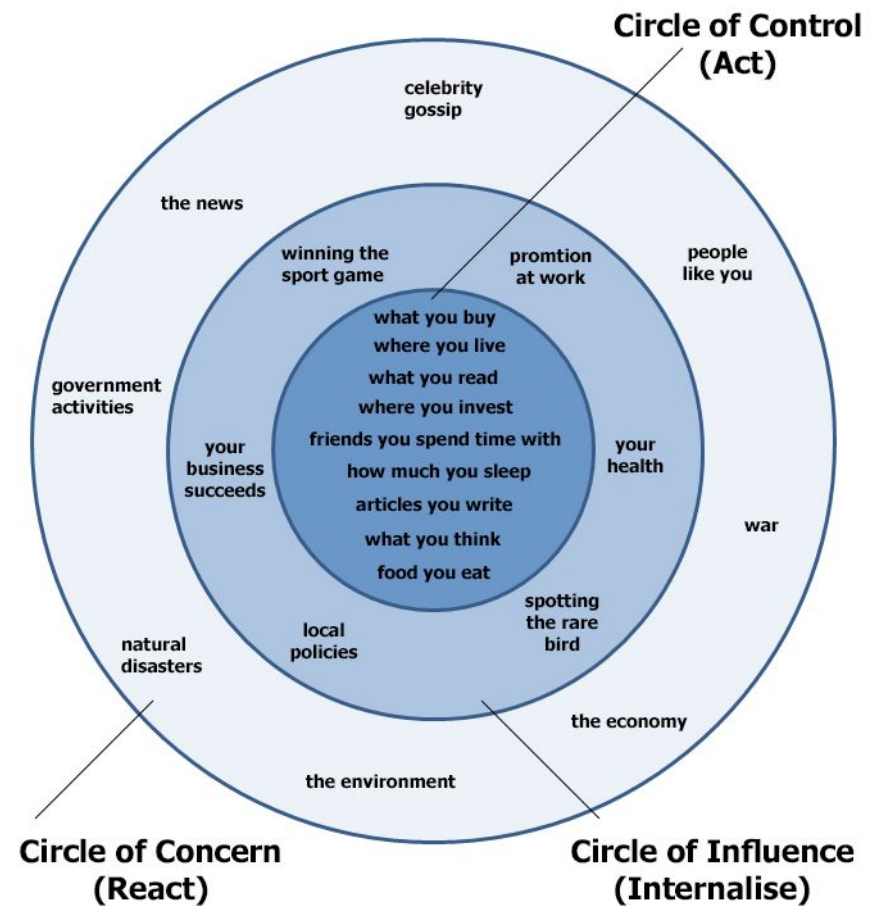
We often feel **alone.**



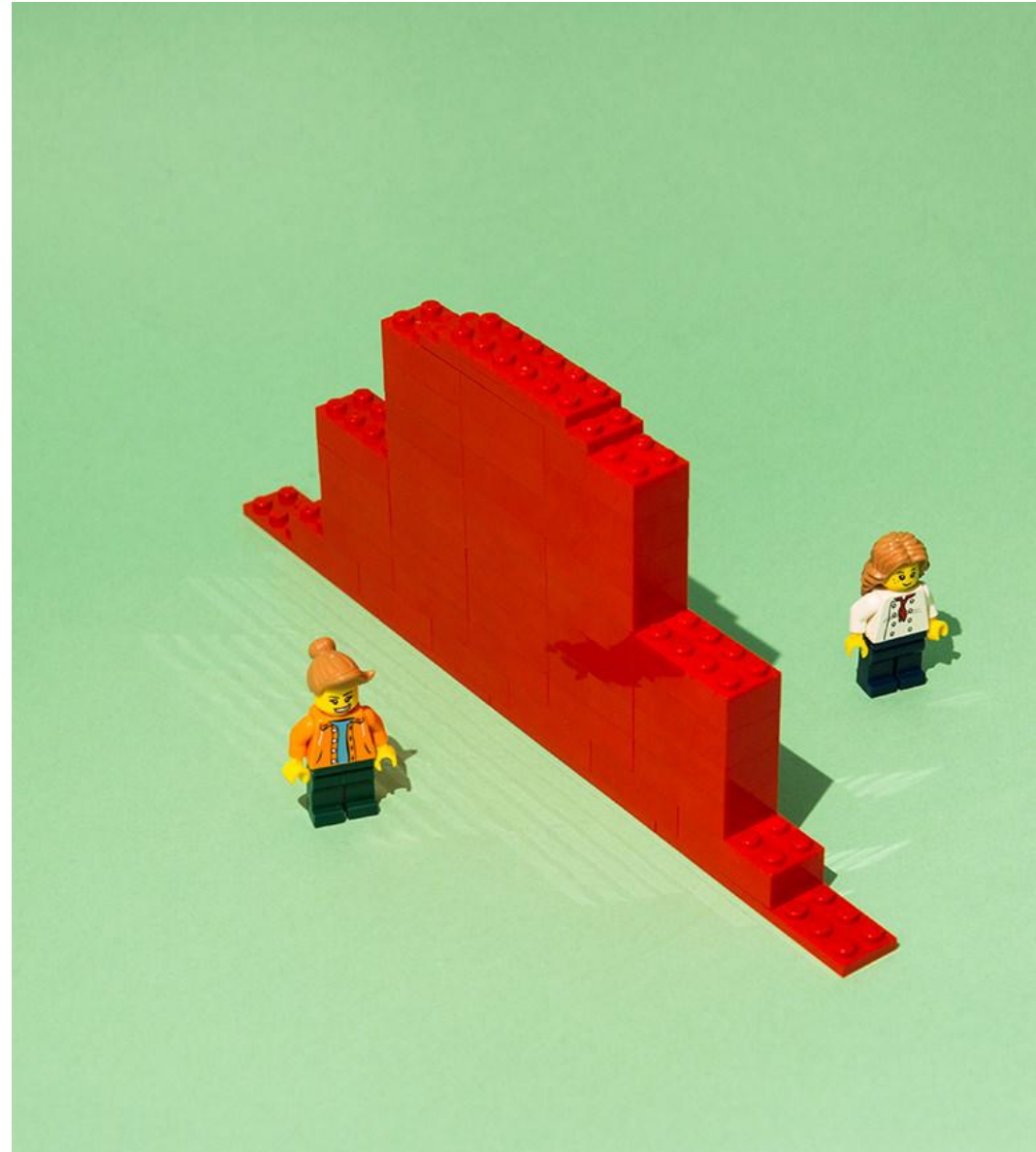
**Our jobs make us
susceptible to
compassion
fatigue.**

**So what can we
do about it?**

Remember what
you can **actually**
control.



Set
boundaries.





**Start saying
“No” more**



**Learn to focus
your empathy.**

**Build your
emotional first
aid kit.**





**Acknowledge
your success.**

**Talk to
someone at
work.**





Resources for Humans

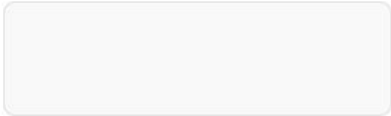
- # introductions
- # benefits
- # compensation
- # culture
- # diversity-inclusion
- # hr-tech
- # job-board
- # learning-development
- # legal-compliance
- # onboarding
- # performance-mgmt
- # remote
- # talent-acquisition
- # tuesday-topics
- 🔒 ambassadors

benefits

Discuss all of the benefits (non-wage compensation) provided to employees in your companies

Rory
Hi everyone, does anyone have experience with unlimited PTO that includes sick pay?

Derek
Hello folks, I'm looking to build a policy to accompany our wellness program. Does anyone have any policies they could share for their organization?



**Take your
own **advice.****





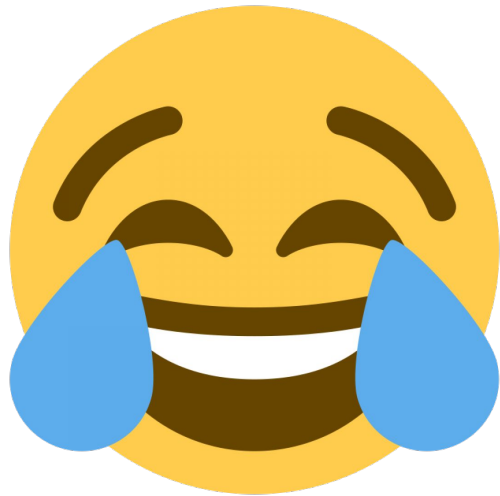
**Ignore the
productivity
propaganda.**



...and the
addiction to
“**busy-ness.**”

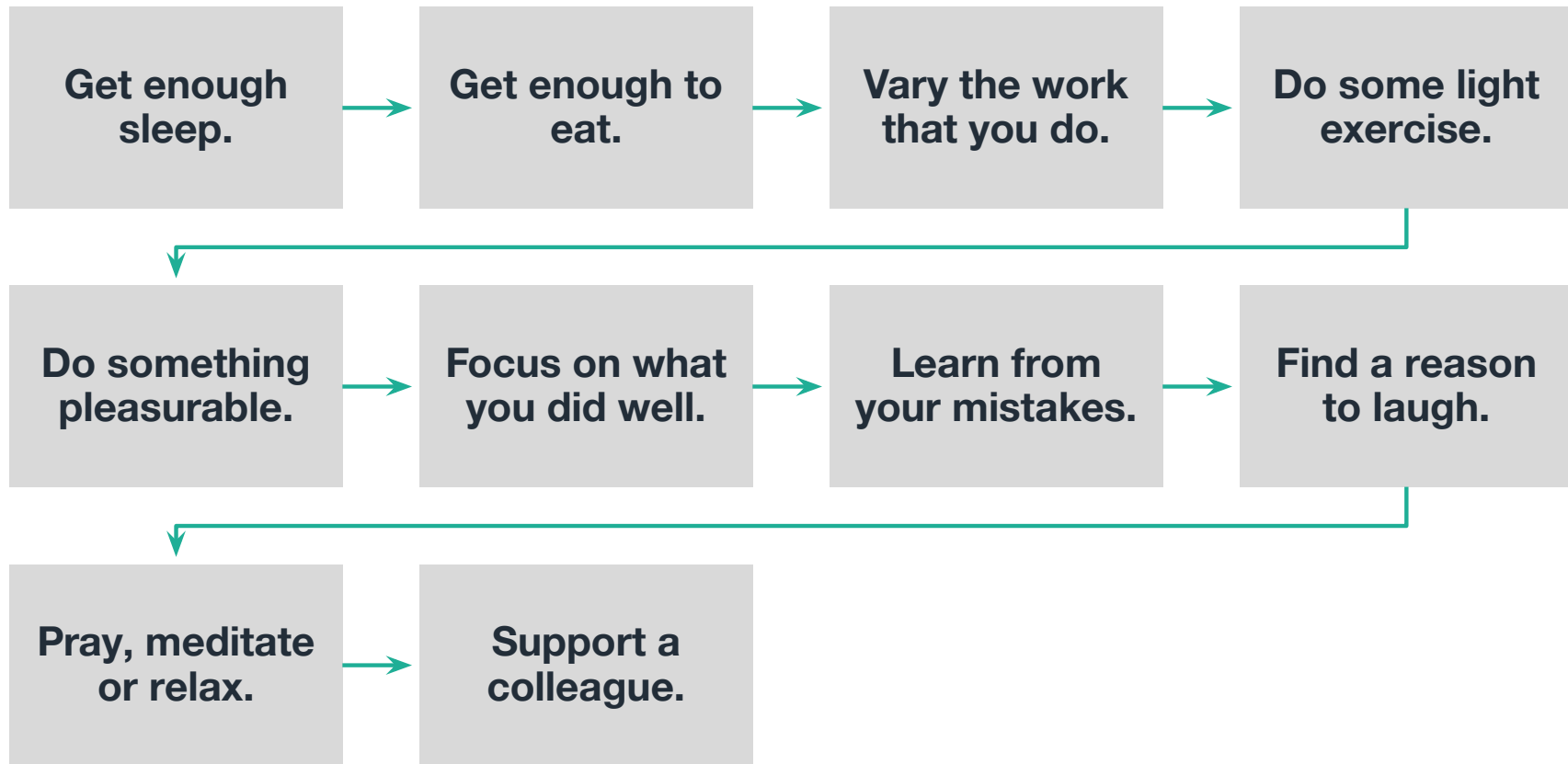
**Work on a
passion
project.**





**Find the
humor.**

10 Things to Do Each Day





**Be good to
yourself.**