

# PINPOINT:

## PEOPLESCAPE'S INTELLIGENCE NEWSLETTER

Volume 1 / Issue 1

### PIHRA REFLECTIONS

*The California HR Conference was held at the Anaheim Convention Center from August 24-27, and several members of Peoplescape's team were able to attend. Belinda Morris was also invited to speak at the conference, where she shared insight on the strategic effectiveness of HR in today's business world. From graffiti artist, Erik Wahl, to former Secretary of Labor, Robert Reich, the consultants of Peoplescape were inspired! We strive to remain current, and invest in leading edge development of our team members in order to take those strategies back to our clients.*

### THE VALUE OF EXECUTIVE SEARCH

Peoplescape Consulting offers the best in executive search services to our clients. At Peoplescape, we understand the process of recruitment and selection, and work hard to deliver the best of the best to our clients. Peoplescape offers full-service recruitment, and we pride ourselves on referring only the top talent for hire. Peoplescape's principals and consultants have years of experience in the human resources field, serving as directors, which gives our team insight into the struggle of recruitment and hiring and the burden this can have on an organization. Peoplescape will source, select, screen and deliver a superior shortlist of candidates to you, based on your search parameters. We are thorough, detail-oriented, and experts in this field – let us do the heavy lifting for you! Please do not hesitate to contact Peoplescape at [info@peoplescapehr.com](mailto:info@peoplescapehr.com) to find out how we can utilize our expertise to serve your executive search needs today!

*"Peoplescape Consulting exhibited superior aptitude. I provided the criteria for our executive search and Peoplescape delivered as promised, on time and within the provided criteria." – Hospitality client Southern California*

### LEADERSHIP TIP: HOW TO CREATE A POSITIVE WORK ENVIRONMENT

If the CEO promotes a company culture that encourages employee feedback, and rewards positivity, employees will follow suit. The best way for a leader to be effective is simply by modeling the behavior desired in all employees of that company. Positivity from the top down will bring change to your company culture faster than any other solution on the market. Contact your Peoplescape Consultant today to discuss leadership training, assessment and coaching options for your organization!

### MATERNITY LEAVE REQUESTS

- Make your policies widely known internally, and be specific when it comes to managing leaves.
- Understand all the fun leave-laws surrounding pregnancy and baby bonding – from FMLA to PDL to CFRA. If you as the employer do not understand the laws, employees have no chance! Protect yourself, and know the policy!
- Develop a game plan BEFORE the employee goes out on leave – don't let other employees scramble, drop the ball, or become bitter about the impact of someone else's leave on their day-to-day routine.



CONTACT US: [WWW.PEOPLESCAPEHR.COM](http://WWW.PEOPLESCAPEHR.COM) (323) 900-0511 or (760) 565-3392

September 5, 2014