

PINPOINT: PEOPLESCAPE'S INTELLIGENCE NEWSLETTER



Happy Holidays!

Volume 1 / Issue 3

WATCH OUT, WORKPLACE! COMING IN 2015...

- * Sexual harassment prevention training laws have been updated (AB1825, 2053). Now, you need to make sure you include "abusive conduct" or bullying as part of the required training. Get your supervisors in shape for the coming new year before it's too late!
- * The Healthy Workplaces, Healthy Families Act of 2014 (AB1522) requires employers to provide paid sick leave to any employee who works in CA for 30 days at an accrual rate of one hour for every 30 hours worked.
- * AB1443 now protects unpaid interns and volunteers under existing non-discrimination and harassment laws in California.
- * Now in workplace safety legislation, AB1634 allows for penalties to be charged to the employer for failing to fix safety hazards cited by Cal OSHA.

"Peoplescape led a two day summit for us where they helped us come together as a team and come up with a strategy we could execute. If you are looking at starting a company or need to develop a better strategy, I would certainly recommend Peoplescape to help you!"

*Business Manager, Technology Consulting Firm,
Newport Beach, CA*

FINDING THE RIGHT FIT: EXECUTIVE SEARCH

How many hours have you spent digging through electronic and paper resumes, only to come up empty-handed? What about the time your team has spent screening candidates looking for the perfect new hire with no results? Peoplescape Consulting is often engaged in executive search activities for our valued clients. We pride ourselves on **quality** not quantity in our candidate pool, so that we present only the best of the best to our clients - on time and with minimal effort, hours, and scheduling details on your end. Contact us today, we would love to help you find your next big star!



MEET THE TEAM: IVANA SIFUENTES



Peoplescape welcomed Ivana Sifuentes to the team in January 2013. Ivana is a human resources leader with over 15 years of hands-on HR experience across industry sectors. Recently, Ivana was elected as the Vice Chair for PIHRA's South Orange County district beginning in 2015. Congratulations to Ivana!

While working with the team at Peoplescape Consulting, Ivana has been quite the road warrior! She has traveled from the Coachella Valley to Santa Barbara to provide on-site support to clients, ranging from hospitality to non-profits to specialized manufacturing companies in the music industry. While there, Ivana has conducted lead trainings, assisted management in establishing organizational development and leadership training programs, as well as day-to-day generalist HR functions. Most recently, Ivana has been working with a non-profit corporation in the Los Angeles area, where she has been able to assist the organization with a major restructure, as well as boosting the company morale and influencing positive changes within the company culture.

WHO CARES IF YOUR EMPLOYEES ARE HAPPY?

We all should! The Society for Human Resource Management (SHRM) reports that 86% of employees were happy with their job in 2009...now, Gallup's State of the Global Workplace reports that number is at a staggering low of 13% worldwide. This reality kills company morale, and makes workers less apt to perform at high levels. So what's the solution? Research has shown that **challenging** your employees is the key to increased productivity, higher employee engagement levels, and happier people at work! This is how you do it:

- 1) Increase the degree of difficulty in tasks
- 2) Turn him into the new employee again - don't let employees lounge in their comfort zone for too long!
- 3) Give them a new problem area to focus on that stretches their skill set

(<https://hbr.org/2014/11/an-easy-way-to-make-your-employees-happier>)

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