

Top News

NAVIGATING THE NONCOMPETE BAN: HR STRATEGIES FOR PROTECTING EMPLOYERS' INTERESTS

The Federal Trade Commission's ban on noncompete clauses is set to significantly alter how businesses retain talent and protect their assets. Carly Holm, founder and CEO of Humani HR, advises that this policy change should be seen as an opportunity to build a more dedicated, motivated, and stable workforce. HR leaders must now develop new strategies to adapt to this shift, especially in sectors driven by innovation and competition.

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HPPA SUMMER SALES SERIES 2024: PART ONE – UNLEASHING POTENTIAL

The HPPA Summer Sales Series 2024 kicked off its first event, "Unleashing Potential," on June 20, 2024 at Wakefield, Crowbar in Houston, TX. Led by Hope Malveaux, CEO of Veaux Pro, the event featured a 1-hour presentation on the latest sales strategies and trends, a Supplier Showcase for networking with leading Suppliers. Key insights from the presentation included adapting to new market trends and implementing innovative sales techniques to boost performance.

The workshop focused on empowering Sales Professionals by reshaping their team culture, emphasizing how culture influences sales outcomes. Participants were guided through assessing their current team environment and provided with strategies to enhance their team culture for better sales results. The event successfully combined valuable insights, networking opportunities, and practical strategies to help sales professionals drive their teams to new heights.

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The noncompete ban will impact nearly half of employers who previously used these clauses to limit employees' ability to join competing firms immediately after leaving. This change will likely increase workforce mobility, presenting challenges in retaining critical talent. However, it also offers an opportunity to enhance employee satisfaction and organizational loyalty to counteract potential turnover. HR professionals can play a key role by implementing alternative safeguards and fostering a positive workplace culture.

The FTC's noncompete ban presents a unique opportunity for HR professionals to lead significant organizational change. By focusing on alternative legal protections and fostering an engaging workplace culture, companies can navigate these changes successfully, transforming this challenge into an opportunity to build a more dedicated, motivated, and stable workforce.



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HR TREND PICK OF THE MONTH

BAD MANAGERS MAKE EMPLOYEES FEEL LESS VALUED, SHRM RESEARCH SAYS

The SHRM report highlights the crucial role of effective managers in boosting employee satisfaction, commitment, and organizational success. With 80% of employees feeling valued under strong management, compared to just 35% without, it's clear that good managers significantly enhance employee morale and loyalty. Managers who recognize their direct reports as top performers foster more than double the commitment seen with less effective leadership.

The report underscores the need for robust support and training for managers, including upskilling, understanding team strengths, and improving coaching and communication skills. Effective training programs should be tailored, align with business goals, and be embedded in the organizational culture to ensure continuous improvement.

Managers face challenges like heavy workloads, limited resources, and high turnover rates, which organizations must address to support effective leadership.

As SHRM CEO Johnny C. Taylor, Jr. states, "People managers are the heartbeat of any successful organization." Investing in their development is essential for nurturing talent and ensuring the overall health and success of companies. By supporting managers, companies can cultivate a thriving workplace and achieve long-term success.