

VPS NEWSLETTER

TOP NEWS

ELECTION 2024: WHAT HR SHOULD DO TO PREPARE FOR A PRESIDENTIAL TRANSITION

As President Biden prepares to leave office in January, HR leaders must begin thinking ahead and adapting to the potential changes that could come with a President Harris or President Trump administration. Regulatory shifts are inevitable, but HR professionals can take proactive steps to ensure their organizations remain compliant and prepared.



Key Takeaways from the Election Cycle

Regulatory Changes Won't Happen Overnight: Although new administrations push forward their agendas within the first 100 days, significant policy changes affecting the workplace may take time due to the legislative process and Congressional dynamics.

Anticipate Policy Shifts: Both Trump and Harris administrations could bring differing priorities, such as worker classification rules and minimum wage regulations. HR should focus on monitoring policies that could affect their workforce.

Budgeting for Change: HR leaders should consider how potential regulatory changes might impact headcount and associated costs in upcoming fiscal years. Reviewing past regulations and estimating future costs based on potential rollbacks or enforcement is critical for financial planning.

Stay Informed at All Levels: State and local regulations can have a more immediate impact on the workplace than federal changes. HR professionals should remain vigilant about local elections and regulatory shifts to stay ahead of compliance issues.

CONTINUE TO PAGE 2...

UPCOMING EVENTS....

12th October

Miracle's Speaking Engagement with the Adult Education Center

30th October

Houston Small Business Expo

VPS will be exhibiting at the Houston Small Business Expo at the NRG Convention Center from 10 AM to 5 PM. Come visit our booth and explore new business opportunities and networking.

31st October

Emergency Response Lunch and Learn

Join us for an informative session on emergency response procedures, As our CEO, Hope Malveaux will be one of the Speaker. This Lunch and Learn event will provide essential training to help ensure workplace safety.

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CONTINUE FROM PAGE 1...

Recommendations for HR Professionals

Monitor Regulatory Developments: Stay up-to-date on both federal and state policies that might impact your workforce. Engage with organizations like SHRM to track key legislative initiatives.

Prepare Contingency Plans: Develop flexible strategies that can be adjusted depending on the regulatory landscape. Whether it's a minimum wage increase or a change in contractor classification, HR needs to be ready to adapt quickly.

Budget for Uncertainty: When planning the 2025 and 2026 fiscal years, consider the cost implications of both maintaining compliance and implementing new regulatory changes, depending on the administration.

Educate Leadership Teams: Ensure that leadership is well-versed in potential regulatory changes and understands their impact on company operations. Regular communication and planning sessions can help mitigate surprises.

As the 2024 election nears, HR departments should focus on staying flexible, informed, and prepared to handle the challenges and opportunities that will come with a new president.



- **Bridge Generational Gaps:** Tailor ethics training and create cross-generational discussions.
- **Increase Code of Conduct Training:** Embed company culture into ethics training sessions.
- **Develop Ethical Leadership:** Create mentorship programs pairing leaders with younger employees.
- **Market Ethical Culture in Recruitment:** Highlight ethical behavior and ESG practices to attract younger talent.

The Future of Workplace Ethics and Culture

As generational differences continue to shape the modern workplace, companies must remain proactive in fostering an ethical and inclusive culture that resonates with all employees. HR teams, ethics officers, and leadership must collaborate to ensure that ethical principles are upheld, while also accommodating the unique perspectives each generation brings to the table.

By bridging these generational gaps and embedding ethics into the company's culture, organizations can create a resilient, compliant, and ethically sound workplace for the future.

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Contact us for a complimentary 30-minute [consultation](#)

ANNOUNCEMENT



We are excited to announce our newest client, Dream Marketing LLC, led by CEO Edward Martin.

We look forward to a strong and collaborative partnership as we help support their growth and success.



Wishing our incredible COO, Miracle Semien, a joyful birthday on October 1!

Your leadership and dedication inspire us all. Here's to another year of success and happiness!



HR TREND PICK OF THE MONTH

GENERATION Z EMPLOYEES ARE MORE WILLING TO BEND THE RULES TO 'GET THE JOB DONE,' SURVEY SAYS

A recent report by LRN Corp. highlights generational differences in ethics and compliance, especially focusing on Generation Z. While Gen Z employees are more likely than older generations to consult their employer's code of conduct (63% vs. 49% of baby boomers), they are also more inclined to believe bending the rules to "get the job done" is acceptable. This creates potential challenges for companies with multigenerational workforces.

Leadership perceptions of adherence to the code of conduct also show disparities: 90% of senior leaders believe the code is followed, compared to 81% of middle managers and only 69% of front-line employees. The report emphasizes the importance of training in promoting consistent engagement with the code of conduct, with high engagement levels in countries like India and China where training is common, versus low engagement in the Netherlands, where training is less frequent.

Additionally, job seekers increasingly prioritize working for ethical employers with clear environmental, social, and governance (ESG) practices and a strong ethical culture.

How Companies Can Adapt

HR departments play a pivotal role in addressing these generational differences in ethics and ensuring that employees—regardless of their age—align with the company's ethical culture recommendations:

WATCH OUR LATEST INSIGHTS

Check out our latest video on YouTube to see our innovative solutions in action. [Watch Now](#) and [subscribe!](#)