

February 2024

Dear Colleague, this newsletter is the ice pack for your brain. It will soothe away any information overload and keep you thinking clearly until the next issue hits the inbox.

So, while we may not be able to offer free coffee (yet!), we can provide a monthly dose of laughter, insights, and HR oddities to fuel your caffeine-deprived days.

This month's HR headlines:

1 Per this [report](#), major companies like Google, Amazon, Citigroup, and BlackRock are kicking off the year with layoffs, continuing a trend from 2023 that has especially impacted the tech sector.

These cuts highlight the importance of companies fulfilling their legal obligations to departing employees, as recent cases show that failing to do so can lead to serious consequences.

2 2024: The year of AI upskilling? With the rising importance of AI, 2024 could be a turning point for upskilling initiatives.

Companies like EdX, Coursera, and Microsoft are stepping up by developing learning tools for both individuals and businesses to prepare for the demands of the AI-powered economy.

The AI skills gap worries businesses, prompting them to rethink talent strategies. Per this [report](#), one of the major concerns among business leaders is their employees' lack of technical understanding when it comes to implementing generative AI in the workplace.

This has led many companies to weigh their options for both acquiring new talent with AI skills and upskilling their existing workforce.

3 In a world scattered with remote workers, fostering connection is key. But the usual playbook of forced office fun feels outdated.

Companies need innovative ways to bring their geographically distant teams together, forging bonds that go beyond watered-down margaritas and awkward small talk.

Otherwise, your colleagues may turn out like this:



HR Humour to tickle your funny bone:

Overheard in the break room: "I'm not saying my boss is micromanaging, but I think he knows how many times I blink per minute."

An applicant tracking system rejects a candidate for having "too many cat emojis" in their resume. Lesson learned: keep your feline love offline, folks. (Unless you're applying to be the official "Cat cuddler".)

"Can you see my screen?" now takes on a whole new meaning when your employee's on a Tinder date during a sales call. (HR tip: virtual backgrounds are your friend.)

Stuff We Are Watching Now

Is reskilling the secret sauce to better employment pipelines?

As we kick off the New Year, we are setting up the goals tailored to the latest and greatest challenge we want to overcome.

To help build adaptability and resilience into their workforce, more organizations are prioritizing job candidates who show the ability to learn over time. Read [here](#).

Performance Improvement Plan 101

With assessments checked off and performance reviews wrapped up, you find yourself pondering how to craft a performance improvement plan that genuinely uplifts the employee. Click [here](#) to learn more.

Attract. Retain. Recycle.

Captivating new candidates and retaining existing talent remains a key focus for HR, and this trend will persist in 2024. Read the full report [here](#).

That's all for this month!

✂️ If you're seeking information or simply want to bounce ideas around, please don't hesitate to reply to this email to start any kind of conversation.

See you next month!

Team OMAM

