



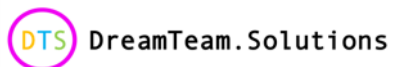
POST COVID HR STRATEGY

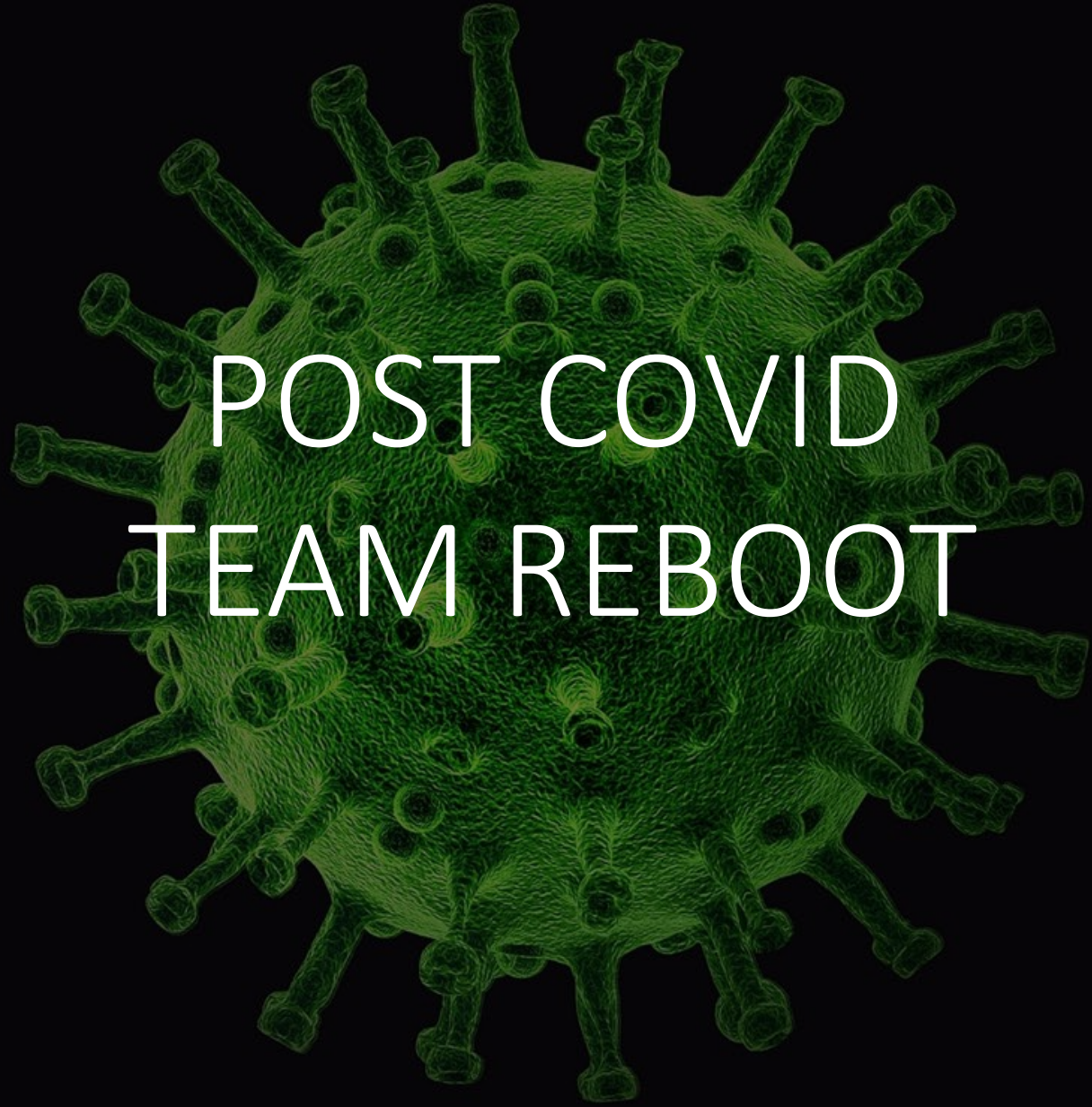
By Angela Heit

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POST COVID
TEAM REBOOT

ORGANIC
GROWTH



The image features a dark purple and blue gradient background with soft, out-of-focus bokeh lights in shades of yellow and orange. In the center, the text "TEAM UPGRADE" is written in a clean, white, sans-serif font. To the left of the text, a thin white vertical line is positioned. The background is also filled with silhouettes of hands reaching out and interlocking, symbolizing teamwork and collaboration.

TEAM UPGRADE

I'll cover:

- A Simple Rating System to quickly *assess your existing team*
- A Team Rebuilding Blueprint to *upgrade your team*
- A Hiring Strategy to *supplement your best people*
- A Communication Strategy to keep your team *connected & engaged*



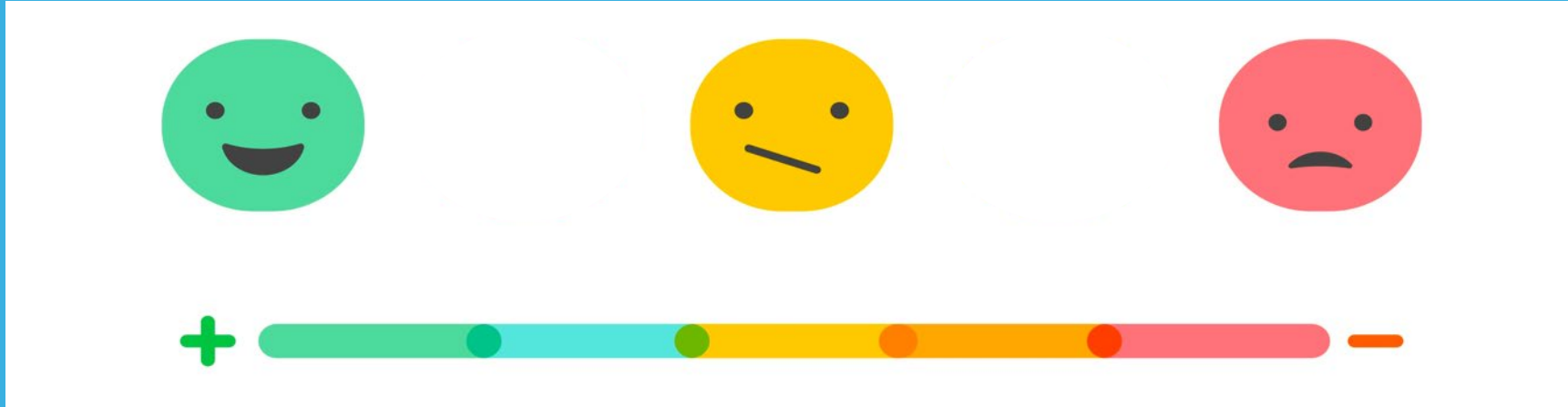
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- Celebrated 26 years in business for myself Feb 28th
- 4 Businesses over that time
- Built my 2nd business to a team of 25 with sales in the multi-seven figures before I sold it
- My education is in Behavioral Psychology, HR and Streamlining Business Operations
- I've helped 100s of clients Build Better Teams
- My clients were primarily large corporations in the first half of my career but for the past 15 years I've worked with Small Business Owners (under 100 employees)

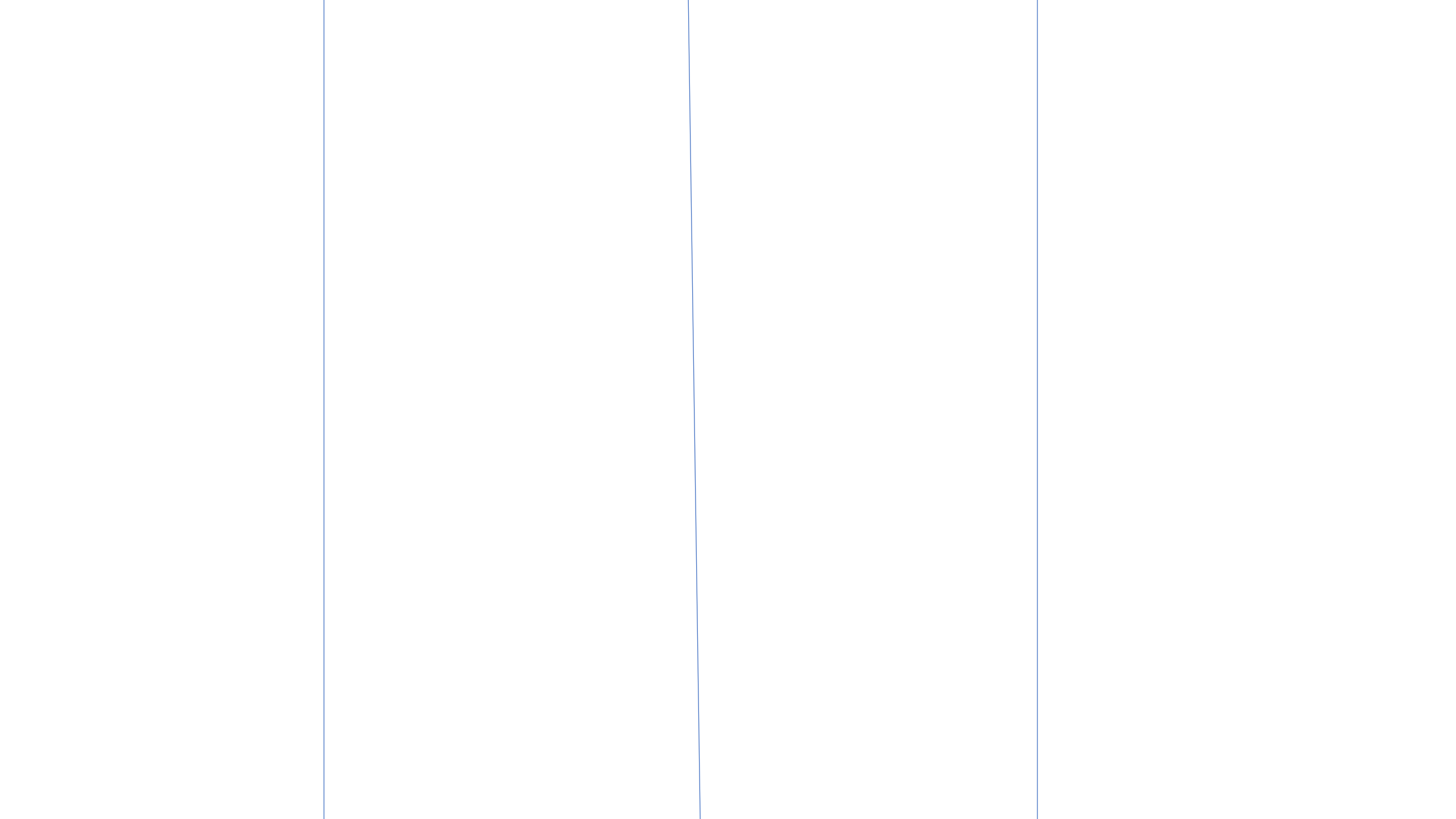


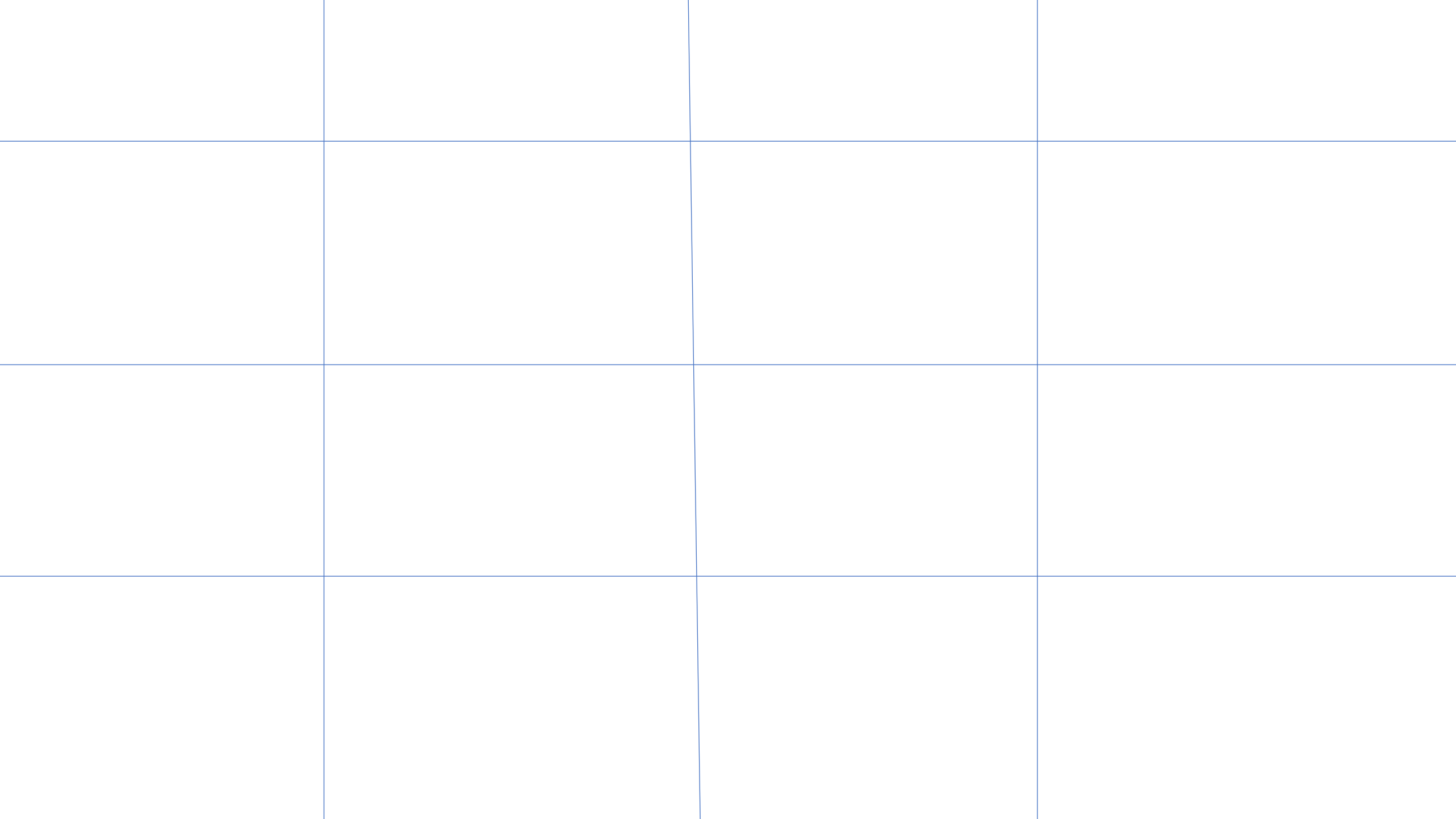


WORK IS
CHANGING



3 Simple Steps to
ASSESS YOUR TEAM





	Step 1: Stars	Step 2: Squeaky Wheels	Step 3: Steady Eddies
Who?			
Why?			

	Step 1: Stars	Step 2: Squeaky Wheels	Step 3: Steady Eddies
Who?			
Why?			
		<p>Is it lack of skills or willingness?</p> <p>Can it be fixed? What do they need? What's the time and \$ cost? Is it worth it?</p>	<p>Can they become stars? What do they need? What's the time and \$ cost? Is this something you want to start now?</p>

STARS

STEADY
EDDIES

SQUEAKY
WHEELS



WHY IS THE KEY



TEAM REBUILDING BLUEPRINT

In 5 Easy Steps

Team Rebuilding Blueprint

STEP 1 -- Stars:

Are your stars in charge of what they're best at?

How would you adjust the team?

STEP 2 -- Steady Eddies:

Do your Steady Eddies support the right Stars?

How would you adjust them?

STEP 3 -- Holes:

What's missing and where are your holes?

How soon do you need to fill them?

STEP 4 -- Squeaky Wheels:

What IP or skills need to be transferred?

Terminate to labour standards

A paved road with a white center line stretches into the distance, flanked by grassy fields. The sky is filled with large, dark, dramatic clouds, suggesting a sunset or sunrise. The overall mood is contemplative and forward-looking.

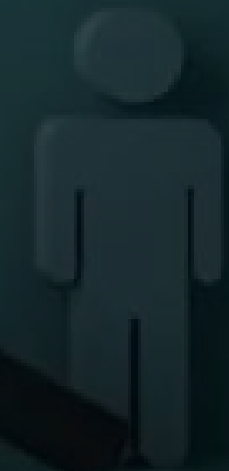
STEP 5: STAGGERED RE-ENTRY PLAN

RECAP

- ASSESSED YOUR TEAM
- WHY LIST
- CREATED THE TEAM REBUILDING BLUEPRINT
- ENLISTED YOUR STARS TO INITIATE RE-ENTRY



HIRING STRATEGY





FAILURE

SUCCESS

CHARACTERISTICS OF FAILURE AND SUCCESS



JOY & EASE

SilvioZ



TIMING



COMMUNICATE

- YOUR VISION
- YOUR APPRECIATION
- YOUR RE-ENTRY PLAN

- SET UP 1 ON 1 MEETINGS WITH YOUR STARS, STEADY EDDIES and SQUEAKY WHEELS
- Be honest and direct
- Lay out the plan for each employee's future
- Implement



RECAP

- ASSESSED YOUR TEAM
- WHY LIST
- CREATED THE TEAM REBUILDING BLUEPRINT
- ENLISTED YOUR STARS TO INITIATE RE-ENTRY
- DEVELOPED YOUR HIRING STRATEGY
- COMMUNICATED

QUESTIONS



EMAIL ME TO GET THE
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