

# BROKEN ARROW

CHAMBER of COMMERCE

## CHAMBER MEMBER NEWS

### **Preparing to Manage your Human Resource (HR) Needs**

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You might be thinking, if you are a small company, that an HR role is not necessary, or perhaps you are a larger company, and it is becoming too much for one person staffing this area. You are not alone! Often equipping yourself with the right tools can prepare you to focus on what you do best—your business, rather than chasing down questions, training or other HR services.

Having access to reliable knowledge related to all potential compliance risks, coupled with guidance to help anticipate, prepare for, and mitigate risks is helpful for any size employer. If you have an HR in-house, they often need to consult with others in challenging difficult situations. Or, perhaps, you don't have a true HR department, and rarely, but occasionally, need an outside opinion relating to an employer-employee situation. These are all classic examples we hear from our clients. Most, end up "flying by the seat of their pants", and it usually works out. What if it doesn't? Life is more complicated, especially, with COVID, and all of the additional laws, penalties can be stiff, and there are more factors employers face in today's arena. For these reasons, having access to HR solutions at your fingertips will save you time and money.

While our expertise is to help employers find the best health insurance needs for their employees, we found in talking with the HR Managers, that they sometimes have unanswered questions in all aspects of navigating their position. As a result, for all Chamber members, we will happily provide to you a 90-day trial of a program that can give you a live HR contact, help you compose your compliant employee handbook, provide courses for employees, give insight into HR compliance, safety, and People Risk Management, and more, as well as a steady stream of best practices, law alerts, webinars and more.

Again, HR Management does not have to be intimidating. There are options out there to help all size employers, as needed.



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