



# BALANCING ACCOUNTABILITY AND FLEXIBILITY

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A person's hands are shown holding a tablet computer. The background is a dark blue gradient with a repeating pattern of faint, stylized human faces. The text "Let's poll!" is centered in white.

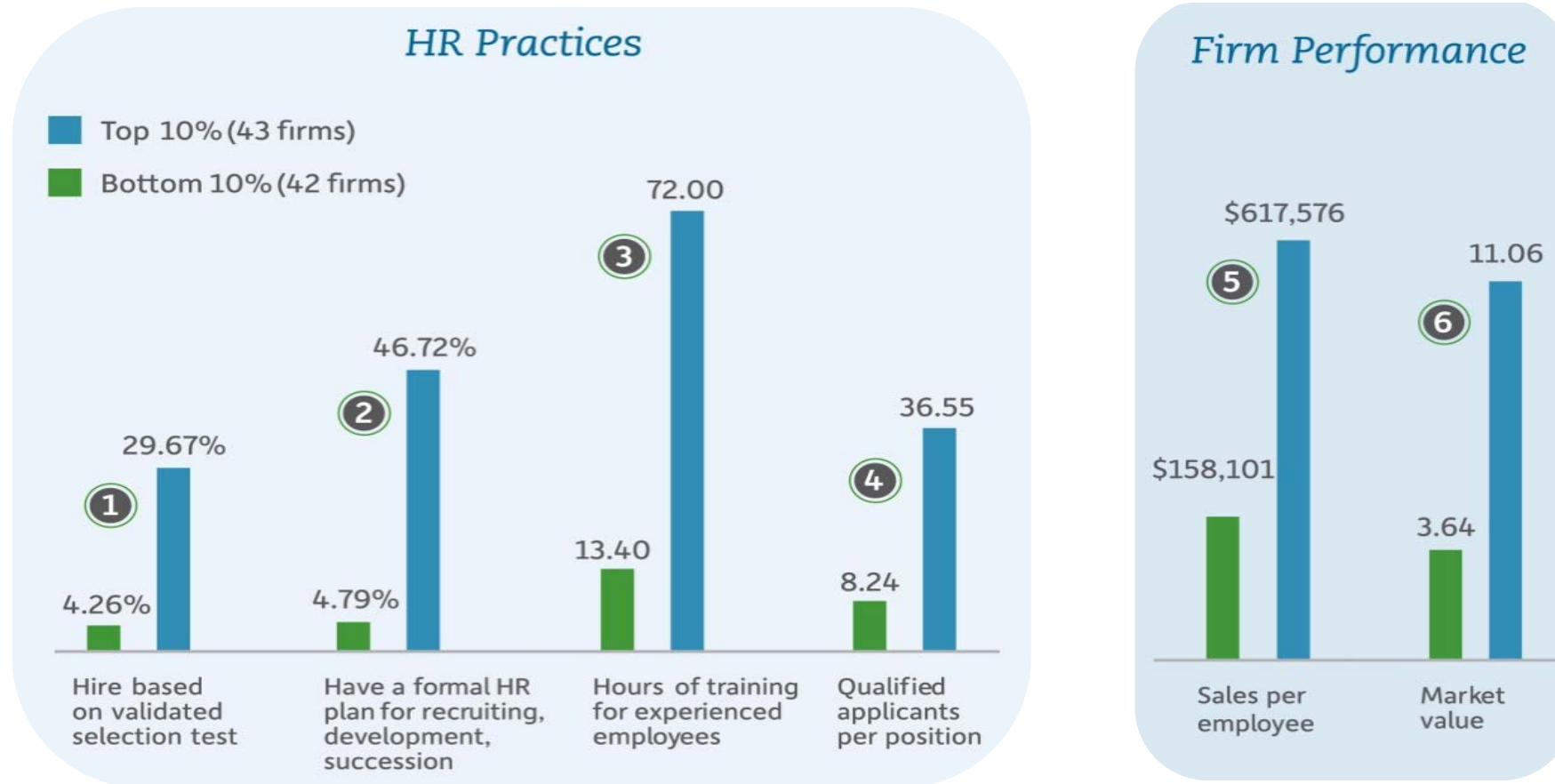
**Let's poll!**



# Topics for today:

- Accountability
- Flexibility
- Culture and Employee Engagement
- Emotional well-being
- Communication
- Returning to the workplace

# Impact of HR Practices



1. Using validated tests in the hiring process is a smart HR practice.
2. Nearly half of the top HR performers have strategic HR plans.
3. Comprehensive employee training is a solid investment.

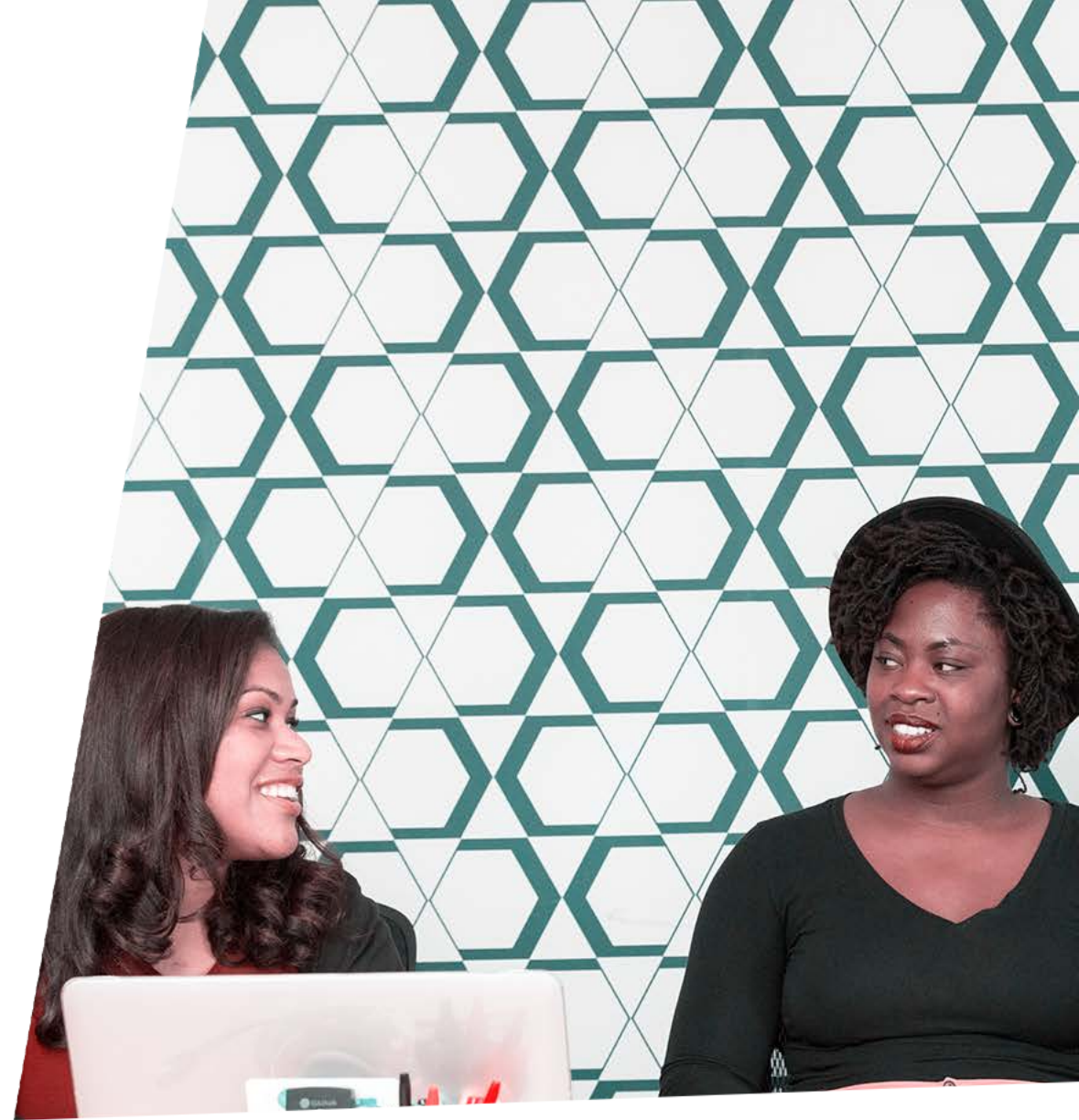
4. HR-focused companies choose from more than four times as many qualified job candidate than those that don't focus on HR.
5. Top HR companies tend to have top-performing people.
6. Companies that value their people saw market value soar to more than 11 times book value.

Questions?



# Key Takeaways

- Clear expectations are essential when it comes to accountability
- Demonstrating flexibility will strengthen company culture
- Don't forget about your employees' mental health
- Have a comprehensive plan in place before returning to the workplace
- Demonstrate you care about them personally
- Review requests on an individual basis – think outside the box
- Communication is the key!



# Resources

- [CDC information on COVID-19](#)
- [Information on the Families First Coronavirus Response Act \(FFCRA\)](#)
- [Insperity Blogs](#)
- [Effective communication and performance- How was your day?](#)
- [Managing personalities during times of change](#)
- [Self-care strategies for leaders](#)
- [Steven Covey and Patrick Lencioni Resources](#)





# Thank you for joining us!

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