

# PREPARING YOUR WORKFORCE FOR CHANGE IN 2025



# AGENDA

Anticipation

Technology

Compliance

Culture

Talent

Planning

Retention

Wellness

Be a Better Boss!

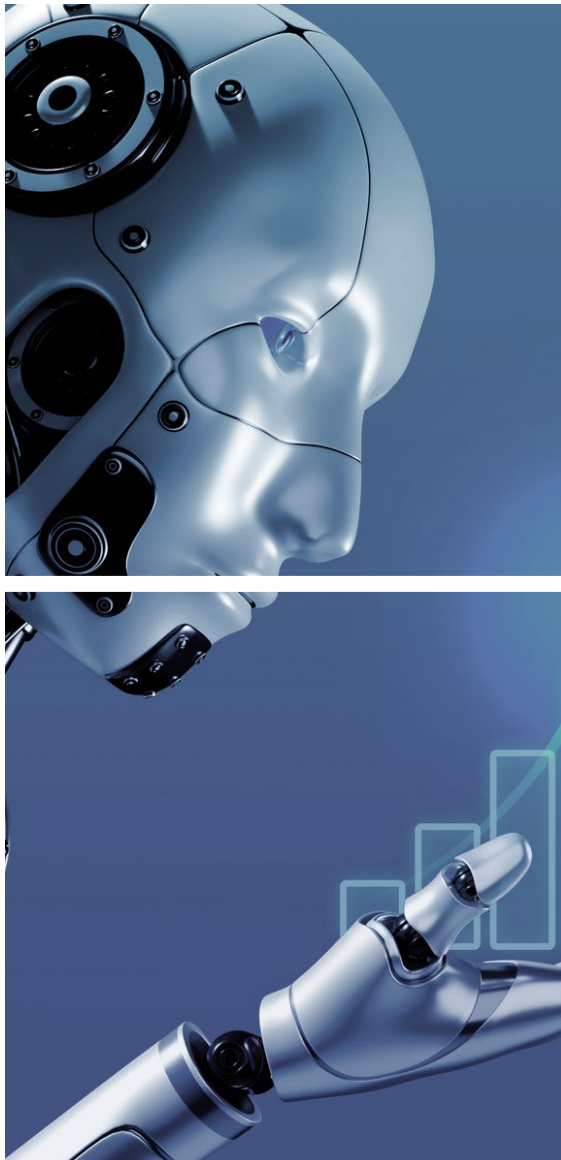
Conclusion





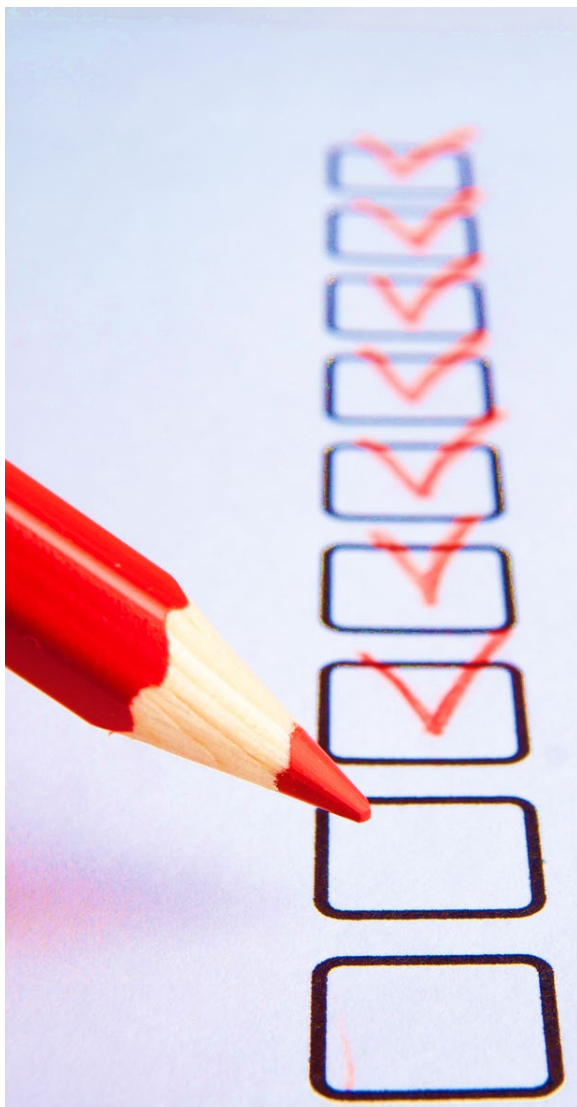
## ANTICIPATION OF A BETTER ECONOMY IN 2025

- Potential Economic Boom Optimism is growing for economic expansion in 2025.
- Change is Coming: The new administration will likely bring deregulation and opportunities for growth.
- Prepare for Uncertainty: While the outcome is uncertain, now is the time to plan ahead.
- Tight Labor Market: Businesses should be ready to navigate challenges in hiring and retention.



## LEVERAGE HR TECHNOLOGY

- **Eliminate Manual Tasks:** Streamline HR processes to reduce administrative burdens.
- **Accessible Technology:** Automate key functions like hiring, onboarding, timekeeping, and compliance.
- **Improve Efficiency:** Automation standardizes practices and ensures compliance with labor laws.
- **Scalable Solutions:** Technology enables your business to grow without added administrative strain.



## GET HR COMPLIANT

- Constantly Changing Laws: California HR laws evolve frequently, requiring ongoing attention.
- Employer Liability: Understanding relevant laws is essential to reducing risks and ensuring compliance.
- PAGA Reform Impact: New reforms incentivize businesses to review and update HR practices.
- Proactive Compliance: Eliminating errors and aligning with current laws can prevent costly penalties.





## IMPROVE COMPANY CULTURE AND ENGAGEMENT

- Technology streamlines tasks, but people are the core of HR
- A strong company culture is key to employee satisfaction and retention.
- If your culture isn't clear, reflect intentionally and take action.
- Prioritize workplace flexibility, recognition programs, and transparent communication.
- Involve your team to show they are vital to your company's success.



# UPGRADE YOUR TALENT

- Growth may require expanding your team, but focus on maximizing your current workforce.
- Offer training and development opportunities to enhance employee skills and efficiency.
- Evaluate and improve current processes to reduce manual tasks and boost productivity.
- Investing in existing employees often delivers better results than hiring new staff.
- This approach is particularly effective in a tight labor market.



# EMPLOYEE RETENTION

- A booming economy increases competition for talent, especially from larger companies.
- Smaller businesses can compete by fostering loyalty and a positive workplace environment.
- Be transparent about company goals and how employees contribute to success.
- Offer competitive pay, strong benefits, and clear advancement opportunities.
- Focus on retaining top talent by keeping them engaged and committed.





# WORKFORCE PLANNING

- Develop a hiring plan to ensure smart, strategic decisions.
- Avoid hiring individuals who do not align with your company culture.
- Prioritize quality over quantity, each hire should contribute productively.
- Create an organizational plan to clarify employee roles and prevent duplication of efforts.



## FOCUS ON EMPLOYEE WELLNESS

- Increased workloads in a growing economy make employee wellness a priority.
- Promote a healthy workplace by managing stress and offering flexible schedules.
- Provide healthy snacks and support work-life balance with perks like childcare benefits, onsite yoga, gym memberships, massage gift cards...
- A healthy team leads to greater happiness and improved productivity.



## BE A BETTER BOSS!

- The labor market (people) will never be easy to manage.
- Employees now expect higher levels of empathy and engagement from their leaders.
- Prioritize regular recognition and rewards to show appreciation for their contributions.
- Adopt a team-player mindset to build stronger connections with your employees
- Being a better boss means fostering trust, collaboration, and mutual respect in the workplace.



## CONCLUSION

Whether 2025 brings a boom or not, investing in your workforce is always a winning strategy. Need help making impactful changes? Reach out to the experts at Infinium HR for guidance and support.

# WEBINAR SCHEDULE 2025

PAGA REFORM – What you need to do now to  
take advantage of this new law

January 22, 2025 9:00AM

WAGE AND HOUR COMPLIANCE – Our follow-up  
to the PAGA Reform webinar

February 19, 2025 9:00AM



# HOW CAN WE HELP?



## **Payroll**

Service options designed to fit your small or medium business



## **HR Support**

Practical help to manage people and compliance responsibilities



## **Timekeeping**

Powerful solutions to streamline time and attendance tasks



## **Onboarding**

Automate on and offboarding tasks to ensure compliance



## **Employee Training**

Simple online compliance training to keep up with CA mandates



## **Benefit Admin**

Integrated healthcare and retirement admin solutions

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