

Human resource (HR) consulting and business process outsourcing company.

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Helping companies grow and become more profitable by
employing better people strategies!

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Greetings!

You have been chosen to receive our monthly newsletter...*Free!* If this is your first issue, then welcome! We appreciate the opportunity to share best practices in leadership, management, personal and professional growth, recruiting, retention, and other areas critical to your success.

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Again, thanks for your readership.

Enjoy your newsletter!

The HRO Partners Team

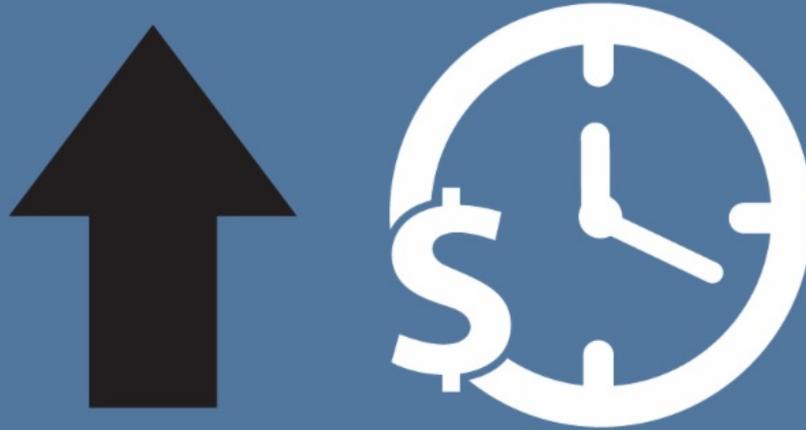
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Tips for Managing New FLSA Overtime Rules

Determine if it is more cost effective to increase the employee to the \$47,476 level or to pay the anticipated overtime.



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Tips for Managing New FLSA Overtime Rules

Develop a communication strategy as soon as possible. Involve your leadership team, managers, and supervisors. The message needs to be clear and concise.



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Can Baby Boomers Compete With Younger Workers?

Baby boomers are staying in the workforce longer than previous generations. However, they are struggling to compete against millennials for similar jobs. We live in an economy that values and embraces youth quite eagerly.

There is a huge contrast in the intentions of these two groups. The baby boomers have the intent to work a few more years while the millennials are out to start and grow their career. The middle aged workers are finding it tough to stand out amongst this fresh, tech savvy upcoming and younger talent.

The Boomers must step up their game to compete for and finish their careers well. They can do this by thinking more strategically.

4 Tips to Help Boomers Stand Out Include:

1. Healthcare

Figure out a way to provide yourself with health insurance. Perhaps your spouse can cover you or get on your own private plan. During the interview process, tell the interviewer that you have your own coverage.

This may be a game changer for you. Employers spend less money per month on a younger employee than one that's older. If they know you have your own plan, then they may be willing to hire you rather than someone younger.

2. Reliable Engagement

Boomers tend to be more reliable with showing up to work on time and completing the tasks set before them. Further, they seem to be more engaged with both their role and the company.

Younger workers often lack this pattern. Stand out by emphasizing your reliability, desire to succeed and goal to help your employer thrive.

3. Stay Clear from Change For Change Sake

Stick with what you know. In other words, don't go after the latest and greatest technology jobs that are ever changing at a fast pace. Boomers should stick to what has made them successful and try not to reinvent the wheel. Utilize your knowledge, skills and experience in areas you already know. Then slowly take on new learning to become more savvy with technology, trends, & additional skills. In addition, do not lean solely on past accomplishments. You still need to come across as "hungry" as the younger workers. Keep in mind the faster you embrace this the better you will look to a company.

4. Embrace Managerial Positions

Middle aged workers are quicker to score managerial positions. Millennials often lack the experience that it takes to manage people. Boomers have the upper hand here because of their greater number of years in the workforce. Plus, boomers hold a lot of knowledge & vital information that they can pass on to younger workers.

The middle age workers of today have their work cut out for them when it comes to hiring and advancement opportunities. Consider a little strategy when it comes to how you present yourself to employers. You'll find it easier to secure a position or maintain your current one over losing it to a younger candidate.

This talent gap provides incredible opportunity for both the baby boomers & millennials. Insurers just need to figure out how to accommodate both groups and their policy holders while this industry transforms.

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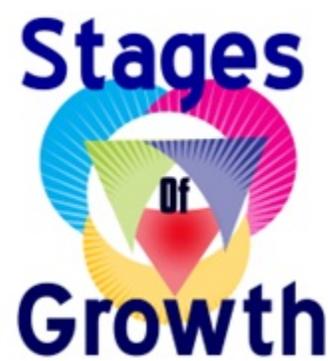
Does Your Company Need An Improved Business Design?

The tactics and plans that you put together to start your business will not work forever. As the company grows and dynamics change, you will need to re-evaluate. Improvements to your company can always be made and should remain a top priority if you plan to stay relevant in business.

Need For An Improved Business Or Profit Plan

It is important that you re-evaluate your current business plan. There are a few things you need to determine when putting together your evaluation.

- What is your company's ability to make a profit?
- Do you work from a defined profit model?
- Do you have an understanding of how customer intelligence impacts your profitability?
- Would you say your sales process is well developed?



Take the time to really evaluate and answer these questions honestly.

Customers Are Migrating Away From Your Products Or Services

Many businesses are encountering this major challenge. Their customers are moving away from the businesses' products and services. Here are some things to consider in regards to losing customers.

- Do you have a customer intelligence plan in place to stay ahead of your customers' needs?
- Do you have an understanding of the people that are your customers' customer?
- Have you made customer service part of your performance plan?
- When employees show exceptional customer service, do you reward them?

Without your customers, your business will not increase in profits.

Need For A Flexible Planning Model

If you want to increase your profits this year, there are some things you need to make sure you have in place. First of all, you need to have a real understanding of what it will take for your business to grow.

For companies that are operating in crisis mode, a short term plan is critical. You should put together a plan that will get you through the next 6 months.

You also need to put in place a feedback loop that will help you to improve your processes. The feedback from others will help you understand if you are meeting consumer needs.

Project Management And Resource Coordination Challenges

Your business needs to focus on having better staff buy in. Without a strong vision and a mission that the team understands, you will only get as big as you can on your own.

As a business owner, you need to identify your core values. Once you identify these values, you can't just talk about them. Instead, you must model the values for the team.

Growing a business takes intentional planning and forethought. With the right formula in place, you will be on your road to success.

We would love to hear your comments! Please give us your thoughts and let us know if you need any help improving your business design. Contact us today.

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Clarify Your Personal Career Values

In whatever career path you have chosen, it is important to regularly re-evaluate your personal career goals. When you have a clear idea of where you are going then you can reach these milestones more easily. In order to be successful in attaining your goals, there are some key things you have to establish in your mind.

Define Your Career Goals

Before you can begin reaching your career goals, you must decide what they are. This is something you must determine for yourself. If you allow someone else to define your goals, then you will be less likely to achieve them. In order to define your goals, start by envisioning where you want to be in 5-10 years. Then work backwards on what needs to be done to reach that vision. If your goal is to increase the amount of people you want to hire, then clearly define what it will take to get to that point. You will need to determine how much growth has to happen in the company and the ways to see that growth happen.

Set Attainable Milestones

It is so easy to be end goal oriented. You will easily feel overwhelmed if your only goal is the big goal at the end. It is best to set for yourself smaller goals that are short term which will help you to reach the long term goal. When you do this, you will have something to work toward.

Celebrate the Victories

When you have reached one of your milestones, take time to celebrate and acknowledge your success. However you choose to rejoice in this accomplishment, be sure you share that with other people in your life. Anytime you feel successful in something, you immediately feel like working harder. This goes a long way in reaching your defined goals.

Make Intentional Decisions

All along the way, you should be making intentional decisions that will lead you to the goals you have established. When you have clearly defined your short and long term plans, it will make it easier to know which decisions are right for your course, and which are not.

Do not be afraid to change your goals during the process. New opportunities may present themselves that will help you be successful in your career. Whatever you do, make certain that you always have a clearly defined plan in place.

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HR Wisdom

"The task of the leader is to get their people from where they are to where they have not been."

Henry Kissinger

"The privilege of a lifetime is to become who you truly are."

"All our dreams can come true if we have the courage to pursue them."
Walt Disney



In The News

[Recently MILE was featured in the news!](#) This ground-breaking leadership program is rated as a top 15 mentorship program in the country! A few years back they renamed the program after our CEO who is the co-founder with Dr. Bob Taylor to the J. Austin Baker III MILE Program. You can be a mentor by emailing mile@memphis.edu and cc abaker@hro-partners.com

Austin Baker, president of HRO Partners, serves as part of House Speaker Beth Harwell's "Tennessee Health Care Task Force". [Read more](#) about the initiative and their dedicated work to expand health coverage to uninsured Tennesseans.

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