

# Shifting Workplace Needs? 10 Tips for Evolving Benefits Program Offerings

## About Nonprofit HR

### Our vision:

We are the leading source of innovative talent management, talent acquisition services and knowledge for the social impact sector.

- Total lifecycle solutions for talent management.
- 20+ years serving the social sector as a trusted advisor and thought partner.
- Thousands of missions served.
- Black woman-owned.
- National footprint.
- Award-winning and highly credentialed staff.



*“Nonprofit HR’s experts listen, articulate people-centric solutions and understand the correlation between having high-performing, engaged staff and us being able to support our members’ needs. Their team has elevated the importance of and visibility around innovative HR practices. Nonprofit HR is an invaluable strategic partner.”*

**Cathy Gibney, CPA**  
**Chief Financial Officer**  
**National Hospice and Palliative Care Organization**

## Our Practices:

Nonprofit HR's suite of solutions are centered around five core service areas.

### STRATEGY & ADVISORY

- HR Audits & Assessment
- Workforce Planning
- Performance Management
- Workplace Culture & Employee Engagement
- Learning & Development

### HR OUTSOURCING

- Interim Outsourcing
- Comprehensive General Outsourcing
- Specialty Outsourcing (i.e. strategy, recruitment, benefits)

### EQUITY, DIVERSITY, INCLUSION & JUSTICE

- Equity Assessments & Implementation Support
- EDIJ Training
- Cultural Transformation
- Leadership Development
- Interim Chief Equity Officer

### TOTAL REWARDS

- Compensation Benchmarking & Program Design
- Pay Equity Analysis
- Benefits Assessments & Administration
- Cost Containment Strategy Design
- HR Technology

### SEARCH



- Executive Search
- Professional search
- Recruitment Outsourcing
- Interim leadership

### SOCIAL ENTERPRISE



We also partner with nonprofit and for-profit social enterprises to help strengthen their people management practices.



## Today's Webinar Presenter



**Eric Salyers**

Senior Consultant,  
Total Rewards



Nonprofit**HR**

## Setting the Stage...

Shifting  
Workforce

The Great  
Resignation



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# #1: Fully Utilize Your Benefits Broker

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## #2: Integrate Equity Into Your Benefit Program

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# #3: Review Mental & Emotional Health Resources



## Attendee Question:

How can we, a small nonprofit, provide family benefits to our team without breaking the budget? We currently pay 100% for employees.



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# #4: Take Full Advantage of Your HR Technology Solutions

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# #5: Administer a Benefits Survey to Your Workforce

## Attendee Question:

What are the main questions organizations should consider to prepare for the annual open enrollment process?

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# #6: Start Your Annual Enrollment Planning Earlier!



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# #7: Develop and Implement a Strategic Communications Plan

## Attendee Question:

What are some options for smaller orgs (1-30 people) to be able to offer a more comprehensive menu of benefits?

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# #8: Rethink Employee Benefits Education Initiatives

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# #9: Reimagine Your Leave Policies in Support of Better Work- Life Balance

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# #10: Review Your Benefits Program for Competitiveness Every 3 Years Minimum



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Q&A

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## Connect with me!

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