



Worksheet 093 - Why you need great HR tactics

Today on the show we've invited [Jackie Strachan](#) to join us.

Jackie is the head of [HR Tactics](#), a Brisbane based firm that gives smaller companies access to top flight human resources professionals.

Start-up companies usually find it difficult to hire and manage their workforce.

That's where a company like HR Tactics comes in.

Managing staff isn't easy but Jackie has some simple tips that can dramatically improve your office.



You have to engage

Jackie says the biggest thing managers get wrong when it comes to human resources is engagement.

Managers are not connecting with their employees.

They are not providing the kind of training and onboarding that will ensure employees stay for the long-term.

You need to measure engagement on an ongoing basis to understand how your workers feel about their jobs.

You can't expect to just provide compensation to get the best from your employees.

One of the first things you can introduce is to **start meeting with your staff on a regular basis.**

BusinessLegal : Lifecycle

Jot down a few questions you want to ask your employees during a regular meeting.



There are always risks with employees

Everytime you employ someone you are introducing potential risks to the business.

In order to mitigate those risks employers need the proper HR processes in place.

For example, you may train a new employee about how to use a dangerous piece of equipment on site.

If you don't produce a record that you have trained the employee you're leaving yourself vulnerable.

If they injure themselves without any record of having trained them you could face big fines or worse.

When a person knows what is expected of them they are more likely to succeed.

Having a structured onboarding process is incredibly important.

Having a checklist that employees can follow will decrease resignations and other problems.

BusinessLegal : Lifecycle

List the important functions a specific employee needs to perform. Then write down the training they have been given.

BusinessLegal : Lifecycle

Learn more by ordering the book

Whether you want to have a large company or a small lifestyle business, you must pay attention to the legal aspects right from the start.

The Business Legal Lifecycle is a handbook for you to use in your business on a regular basis.

The key areas that Jeremy Streten covers in the Business Legal Lifecycle are:

How to successfully set up your business

Why and when you need to pay attention to the legal aspects of your business

Who you should consult with along your business journey



BusinessLegalLifecycle.com.au