

Tis the season for planning

It feels like Fall just began and now we are all doing leaf clean-up and starting to think about upcoming holiday plans. When we live in this part of the country, we learn to embrace all seasons, but they just go by so quickly! This time of year does bring with it an anticipation of a new year, and with that, a longing to prepare and plan for what the new year could bring. Starting to plan now can help lead to a successful year ahead.

Most businesses have been impacted at some level by the shortage of workers. We're working with a number of clients on creative sourcing strategies. Hiring employees who are reliable and dedicated who see the value of longevity with a company is difficult to do these days, however we have been successful in helping our clients find these people.

Once you have good people, an obvious part of retaining them is competitive wages and benefits. GJHC can help make sure you are paying competitive wages and offering benefits that engage your workforce.

Adding advancement opportunities, flexibility, great communication and some other perks are key in today's environment.

We have experts to help you with your staffing, tips for retaining and engaging employees, as well as strategic HR decisions you need help with going into 2022.

We are thankful to be heading into this next season with valued partners like YOU!



Keep watching our website and social media for timely information on a variety of HR topics. Outsource your HR and coaching needs to get exactly the amount of help you need to head into a successful 2022.

Please like/follow us on your favorite social media platforms and share us with your network. We appreciate it!

Gierke Jungbauer Human Capital is your outsourced Human Resources team. We help with retained searches, fractional HR to complement your team or manage all aspects of your human resources, and executive coaching.

Check out our updated website at www.gierkejungbauer.com



ILLUMINATIONS

WE HELP YOUR COMPANY PERFORM AT ITS BEST

Replacing full-time employees with contract employees is a great way for your business to add immediate depth to your leadership team while saving money by paying for only those hours you use, avoiding costly payroll taxes and employee insurances and benefits, eliminating payment for holidays and vacations and benefiting from an **experienced** professional in any area you need help.

YOUR EMPLOYEES ARE YOUR GREATEST ASSET

Employee compensation is a critical part of your staff engagement planning. Ensuring that your team's pay is competitive (and not too high or too low) can help retain your quality staff in this very competitive post-pandemic environment. Developing incentive and commission plans for your sales team is another very important tactic for your leadership. **Gierke Jungbauer Human Capital** has a number of compensation experts on our team to help you evaluate, develop and implement the plans that will support your company's goals by using tools like Payscale to validate the current market value of your team members.

We've helped our clients develop executive compensation plans, incentive plans, commission plans and more. Companies often say their employees are their greatest asset. The other side of that coin is salary and other compensation is typically one of the largest expenditures for most organizations. Let our team help you craft the plans that sync with your goals as well as your budget.

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Good fortune is what happens when opportunity meets with planning
-- Thomas Edison
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CONNECT

Reach out to Gwen at gwen@gierkejungbauer.com or 651-428-6999 for a no-cost discussion of how we can help!

Contact us today!!

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