



The workplace today is facing a major culture crisis. Prior to March 2020, the trending topic of building a strong company culture was a positive conversation as leaders were developing exciting engagement plans and preparing to roll out values-driven initiatives for their teams. Since the pandemic hit, the workplace has changed drastically with so many now working remotely, therefore our company cultures have changed with it. In this issue of HR In-Brief, we provide you with great insights on how to gain back the momentum of strengthening culture and engagement within your teams.

Have thoughts to share or questions around this topic? Reply to this email to get in touch.

- Kim Osborne, *Partner*, Chemistry Consulting Group

Flexible Benefit Plans: Do They Increase Employee Engagement?



MONTRIDGE®
ADVISORY GROUP LTD.

by Kandy Cantwell, [Montridge Advisory Group LTD.](#)

"Consequently, many employers haven't given much thought on innovating their benefits program. They don't know the options out there; may think they're too small to offer choice; or don't want to make changes under a "it's not broken" mindset. In the minds of your employees, however, Choice is King – and benefits are a valued form of their compensation package."

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Covid-19 Creates a Moment of Truth for Corporate Culture

by [Bain & Company](#)

"The first step is to take a moment to reflect on your company's purpose and values—the reason your business exists and how you believe in doing business. A crisis can

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bring these into sharp focus and provide a touchstone for your choices."

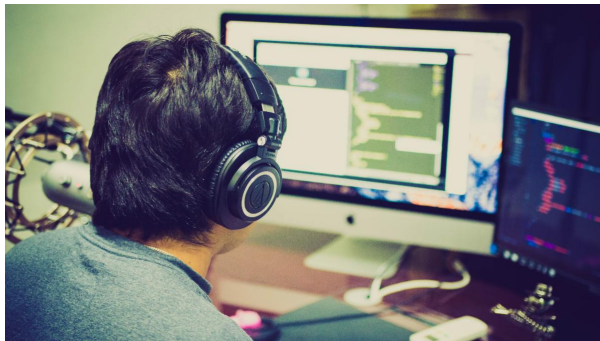
3 Leadership Best Practices That Improve Employee Engagement Amid COVID-19

by [Business.com](#)

"As employees adjusted to working from home around the clock, most found ways to be equally, or even more, productive. But just because employees are doing their jobs – and doing those jobs well – doesn't mean they're engaged. That only happens when employees have a personal sense of satisfaction from helping the organization reach its higher purpose."



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Six Tech Tips for Increasing Employee Engagement

by [HRD Canada](#)

"In the current work climate, keeping your workforce motivated has never been more crucial — and complicated. Thankfully, there are great tools available that can make the human resources team's lives easier and boost employee engagement."

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Workplace Culture Change During the COVID-19 Crisis

by [HR Grapevine](#)

"How you handle culture change in the workplace says a lot about you as an employer. Companies that react well by supporting workers will do best during this crisis. Incentive schemes or other ways to show appreciation for front line staff could make a big difference."

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TUNE IN: Cultivate a Compelling Employee Experience to Drive People Excellence

This free online event on **Oct 21-22** includes sessions with top experts in the HR field along with applicable,



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UNEMPLOYMENT STATISTICS

LOCAL, PROVINCIAL, NATIONAL

'COVID-19 restrictions continue to ease'

"Employment rose by 378,000 (+2.1%) in September, bringing employment to within 720,000 (-3.7%) of its pre-COVID February level."

	JULY 2020	AUGUST 2020	SEPTEMBER 2020
VICTORIA	11.2%	10.6%	9.3%
VANCOUVER	13.3%	12.9%	11.2%
BRITISH COLUMBIA	11.1%	10.7%	8.4%
CALGARY	15.3%	14.6%	12.8%
ALBERTA	12.8%	11.8%	11.7%
CANADA	10.9%	10.2%	9%

Source: *Statistics Canada Labour Force Survey, September 2020*

Help us to support our friends in the Hospitality Industry by participating in the BCHF lottery!



— LOTTERY —

BC: Our Beautiful Backyard



Tickets for the BC: Beautiful Backyard Lottery are on sale now until midnight Sunday, November 1, 2020. Proceeds from the lottery will support the British Columbia Hospitality Foundation (BCHF). With the many in person event restrictions in place this year, this lottery will be the BCHF's biggest fundraiser of 2020, and they need our support! All prizes are in BC and redeemable in 2021. You will not only support the BCHF, but also the Province's tourism industry! You can see a list of the prizes [HERE](#).

The BCHF is based on the core idea that we in the hospitality industry should help our own. It provides grants to hospitality workers in financial crisis due to a serious health condition, as well as offering scholarships to students enrolled in hospitality-related educational programs. The charity hopes to raise \$50,000 from the lottery over the course of 2 weeks.

Please help spread the word about the venture! Odds of winning are quite good, as the tickets are being sold only internally through the Hotel Association of Vancouver hotels and the BCHF Board and membership. Share on social media using #BCHFLotteryand @BCHospitalityFoundation.

Purchase
Tickets

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