

HRA-ECI

Human Resource Association of East Central Illinois

December 2017

DECEMBER MEETING

Holiday Party!

**Friday, December
8th, 2017**

11:30AM- 1:00PM

**Firefly Grill
1810 Avenue of
Mid-America,
Effingham**

**There will be a
short menu
provided by Firefly**

**RSVP By 4pm
Wednesday,
December 6th**

Members Only

**We have lots of
prizes to give away!
Don't forget your
business cards!**

15 Office Holiday Party Ideas for Teams of Every Size

1. Have a Holiday Food Themed Potluck
2. Organize a Better Holiday Gift Exchange
3. Have a Cookie Swap
4. See a Holiday Show Together
5. Give Everyone a Small (or Large!) Holiday Gift
6. Volunteer Together
7. Take "Em Out to Lunch
8. Have a Holiday Happy Hour
9. Make a Homemade Holiday Photobooth in Your Office
10. Go Ice Skating
11. Cater a Tasty Treat to the Office
12. Bring the Entertainment to You
13. Have an Afternoon of Holiday Fun
14. Bring Your Team to a Holiday Cooking Class
15. Have a Decorating Contest



5 Ways to Make Open Enrollment Easier on Employees

1. **Highlight benefits changes:** set your employees up for success by making sure they're aware of key changes to benefits or the enrollment process itself.
2. **Identify problems:** Take note of these challenging areas and brainstorm ways to alleviate them. From there, create goals related to these problems.
3. **Communicate early and often:** Decide which communication methods will best communicate critical benefits details to employees – email, employee portals, videos and workshops, etc. Make sure all of your employees have the

opportunity to be fully educated about their options.

4. **Leverage new HR tech:** The platform you use to facilitate enrollment can be the difference between a smooth, efficient open enrollment season and a stressful one for all involved. Decide how you plan to administer the process – is your current HR technology platform



<http://www.hrmorning.com/5-ways-to-make-open-enrollment-easier-on-employees/>

user-friendly, streamlined and integrated? If not, it may be time to look for a new solution.

5. **Prepare your support team:** You need allies and can use the extra help with employee questions. Make sure these allies are able to get messages about open enrollment across in a clear, consistent manner. A consistent message from several sources will set up employees for success this open enrollment season.

The Cheapest Holiday Gifts Bosses Have Ever Given Their Employees

When it comes to gift-giving, it's the thought that counts. But things can get pretty awkward when gifts are downright thoughtless.

Almost everyone has received a gift that was either unusual or lame, but [FastUpFront](#), a small business news blog, has assembled a list of the cheapest or most insulting gifts that had employees wondering why their companies even bothered:

- An employee received a gift certificate for a free medium soda or banana from the theme park where she worked. When she tried to purchase the banana, she was told the voucher did not include the tax, which she had to pay for out of pocket.
- One employee got \$100 in cash, which he assumed was a holiday bonus. After spending it on a family dinner out, he discovered it was not a bonus and had been deducted from his paycheck.
- A boss took his employees out to a lunch and gifted them coffee mugs. When they got back from the lunch, bills for the meal *and* the mug were waiting for everyone at their desks.
- Another boss took his workers out to a pricey restaurant and encouraged them to order expensive drinks and meals. At the end of the night, he requested separate checks for everyone.
- One employee got the choice of a \$5 bottle of wine or a plastic picture frame.



[http://www.hrmorning.com/real-life-scrooges-the-cheapest-holiday-gifts-bosses-have-ever-given-their-](http://www.hrmorning.com/real-life-scrooges-the-cheapest-holiday-gifts-bosses-have-ever-given-their-employees/)



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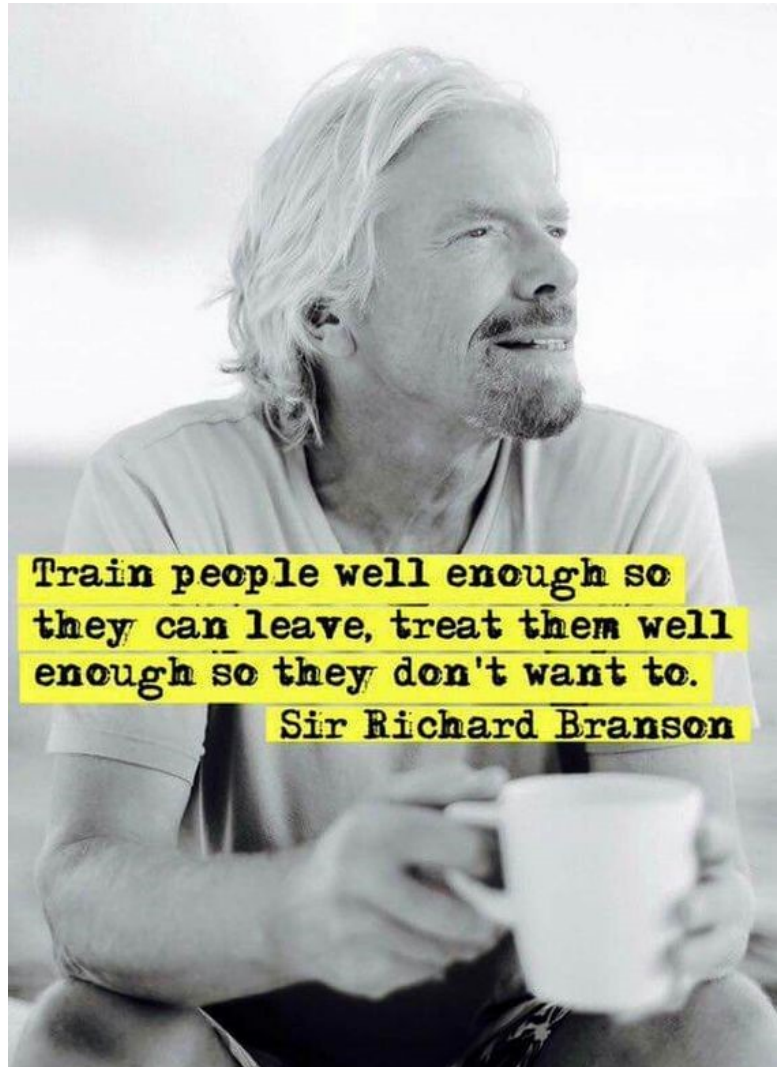
BUSINESS NAME

**Let us know if
you're interested in
joining the board!**

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<http://hraeci.shrm.org>

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Train people well enough so they can leave, treat them well enough so they don't want to.

Sir Richard Branson