

1-15-2021

## Employee Services Moving Forward by Giving Back

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### Recommended Citation

Schools, Randy (2021) "Employee Services Moving Forward by Giving Back," *Visions in Leisure and Business*: Vol. 22: No. 2, Article 2.

DOI: <https://doi.org/10.25035/visions.22.02.02>

Available at: <https://scholarworks.bgsu.edu/visions/vol22/iss2/2>



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# **EMPLOYEE SERVICES MOVING FORWARD BY GIVING BACK**

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As I write this introduction, our country is in transition. The employee services industry is searching for new ways to motivate, structure, and organize for a new work force. Hopefully, one that will provide for a better world. Rapid change is a challenge, and the worker, the supervisor and business structures will need to change. We have become a digital workforce, full of challenges as employees work from their homes. The challenges are everywhere. Loneliness is part of the new job culture. Connecting to each other has become a new skill set.

Empathy is needed to formulate successful teams for the future. In management, leadership is taught from day one. Leadership, in teams, is even more critical now that the workforce of 2020 consists of 206 million unemployed. Our goal of providing a positive workplace according to the Harvard Business Review is:

Caring for colleagues as friends

Providing support for one another

Avoiding blame and forgiving mistakes

Inspiring one another

Emphasizing the meaningfulness of the work

Treating one another with respect, gratitude, trust, and integrity.

Working toward a goal of inclusion, the employee service club concept is critical. When formed, the clubs will encourage the employees, their families and retirees to pursue their own special interests through group participation. The concept of the virtual meeting industry, i.e., ZOOM, Distance Learning, etc., provides more free time for some employees. This culture can be supported by the employee service club option. As leaders in the field, we need to develop more diversity, employee stores, community services, dependent care, recreation services, travel,

wellness, association clubs and work-life programs. This will assist with employees having the ability to pursue their own goals, as well as the work place goals.

To move our organizations forward and to develop your leadership in teams, I leave you with some thoughts from the business leader, Warren Bennis.

Have a guiding vision

Have passion

Have integrity

Have curiosity

Have daring

Have clear expectations and know how to share your visions. Then, you will become skilled communicators for the workplace of the future.