

- Welcome to our special edition of PCTY Talks at SHRM22 in New Orleans. I am so excited to be chatting with Lori Kleiman. This is the beginning of day two at SHRM and the first full day of content. Lori, you are an expert when it comes to SHRM conferences. You've been here year over year. So thanks for getting on the podcast with me.

- Oh, Shari. I am so excited. And as you know, I am a long time, a last city evangelist. And so it's wonderful that you and I could connect and that we're able to chat this way.

- So I'd love for you to share a little bit about your background and ultimately your passion for HR Departments of One.

- You know, my passion and my background really come from the same place. And that's from starting in my family business. I worked with my father. That was gonna be my whole life. Unfortunately, our business was a commercial photo lab and thanks to all of our smartphones nobody brings pictures to photo labs anymore. And I had to really figure out what else to do. And at the time I had three young kids. I started my own HR consulting company. And we worked specifically for businesses, many family businesses who were too small to have their own HR person. And so I built my entire business in the HR Department of One-World. And I loved it. I mean, I just, I'm not a big corporate person. I'm really made for the small businesses. I love the way we as HR Departments of One can get involved in every part of the business. We are true generalists. And I just think it's exciting and passionate. And that's what I love doing about it.

- I love hearing your passion. I have lived the HR Department of One Life before and you do end up being a Renaissance woman a Renaissance man, when it comes to just having, you know all the things to do and wearing all the hats and being able to contribute in so many ways. As you think about the last year and let's say the next year, because nobody's talking about five years from now anymore. What are like the top five things that HR Departments of One are tackling right now?

- You know, right now in this very moment it's what is work going to look like for our organization post COVID? Because let's all knock on wood, wherever we are. Let's hope we're post COVID. We're at least now entering a phase of dealing with COVID. And some of us are going back full time. Some of us always were working full time. Some of us are virtual. We're dealing with employees walking in making demands. I will only work virtual. So I think that's without a doubt in this moment this week job one for HR. But the big picture is finding and retaining great talent. There is no doubt that the demographics in America right now are causing a real issue in America. And I talk a lot about the great resignation is not from good organizations and good leaders. The great resignation is about people saying I'm not going to work here anymore. Those people are going to work. So we need to figure out if people are leaving our organization why and how we

can fix it. And if they're sticking around we wanna make sure to encourage that. So let's see, we're looking for five right now. I have return to work recruiting retention. Ooh, this could be a new program, the five RS. But anyway and then for the next year I think it's really about training and development. And that's what we know our employees want the most. They want to feel like they're growing. And the last piece is getting involved in the business. HR has got to be business people first and I'm all about that. So I really think HR, as we are returning to work are starting to understand that we need to know the budget. We need to know our income statement, our balance sheets. We need to know what that all means and how it looks in our organizations.

- You made such a great point about knowing the business. I recently sat down with Johnny C. Taylor obviously the president of SHRM. He talked about, you know as he's looking towards the future of HR and what's gonna stand in the way, he said, it's gonna be HR. Like it's our opportunity to step up. So I think that's true, no matter if you're HR Department of One or, you know, An HR org of, you know, thousands that, you know we have this really cool, unique opportunity. And, you know, as we talk about what's happening at SHRM, right? Cause and effect. What are you most excited about for this year's SHRM conference?

- So in 2020, it was obviously canceled. And last year I presented virtually to a live room of 350 people. So I am most excited about getting back seeing everybody in the hallways, in the bookstore eating lunch and at the Paylocity booth. I love hanging out and seeing my people. I think that making those connections with other speakers with other HR professionals is really where the value comes from these SHRM conferences. And of course having the opportunity to meet vendors such as yourself, one on one really forming and enhancing those personal relationships.

- I couldn't agree more. I always walk away from SHRM with a stack of business cards, a stack of new email, a stack of new LinkedIn connections virtually there. And I leverage those throughout my career, you know and I go back to this, these amazing people that I've met at SHRM. You're doing two sessions this week at SHRM. Let's learn about those.

- I am, I am so excited. So tomorrow morning, Tuesday morning at 7:30. And everybody, if you haven't heard me speak before I promise, I'll keep you awake. I promise it'll be worth that extra cup of coffee. I've never spoken that early in the morning but at 7:30, we're gonna talk about driving change in your HR Department of One. Great gaining credibility, influence and reach now. And it's a great program. Wednesday morning at 8:45 which is a little bit more normal of an hour. I'm going to be doing stop waiting for your invitation engage strategically and drive growth today. It's all about five steps I have

for HR Departments of One to really be able to move from that administrative place in their organization to those strategic activities you really wanna be involved in.

- I absolutely love it. If you're an HR Department of One I totally recommend you check out Lori's sessions here at SHRM. And Lori thanks for taking a few minutes with me.

- Great. Thank you, Shari. And hope to see everybody around the Paylocity booth.

- Thanks for listening. And don't forget to join the conversation using hashtag PCTYSHRM.