

From Pushing Paper to Pushing People

Kate Bischoff
JD, SHRM-SCP



US KNOWS

R FAULTS AM

VES US ST

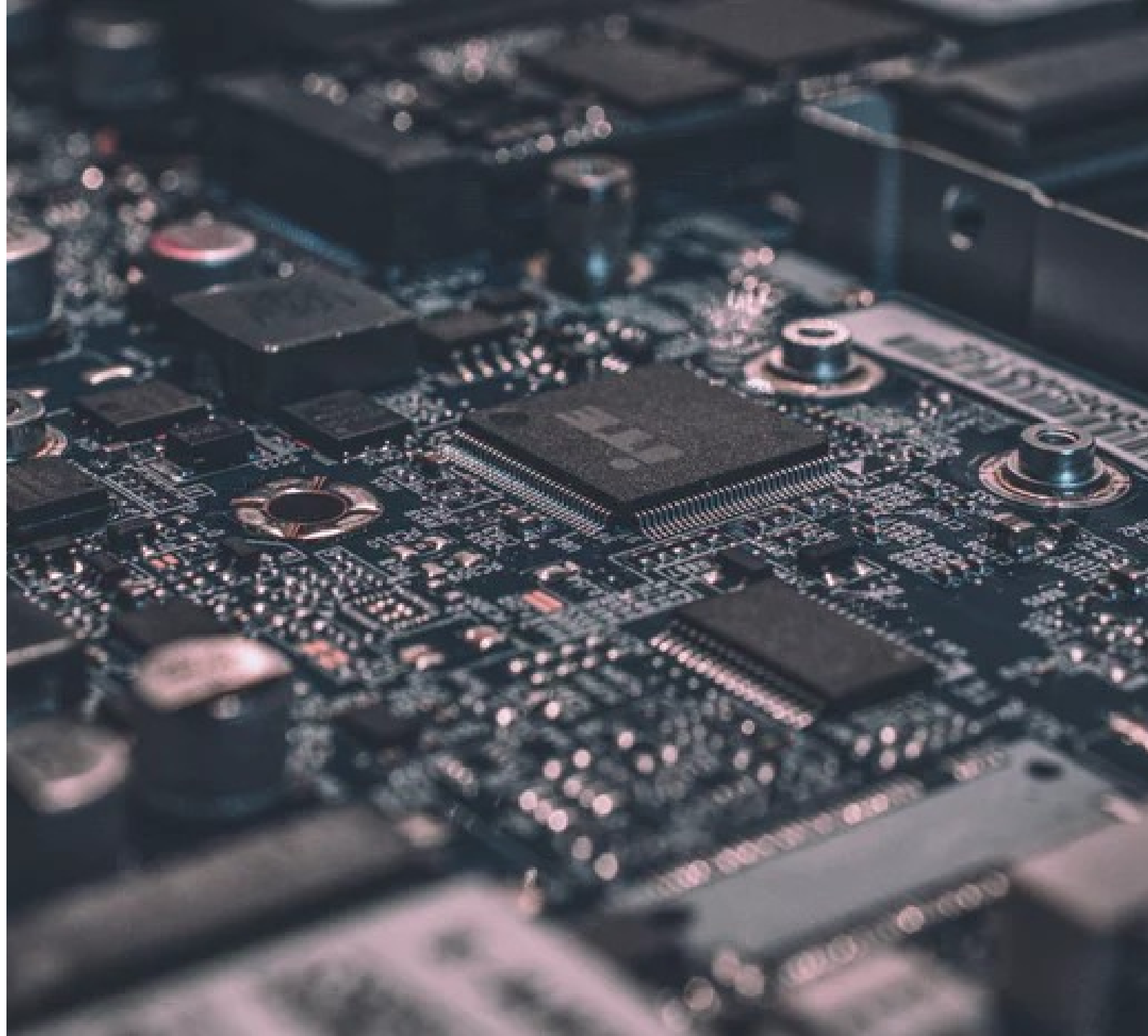


Forgot Ourselves

- We push paper
- When there's a concern...
 - Do we have a policy on that?
 - Has this been written down?
- Paper is getting in the way

Technology

- Self-service will solve all of our problems!!
- Wait, there's tech for that!









Human Connection

- Improve morale
- Improve retention
- More inclusive workplaces
- Addresses compliance issues
 - Family & Medical Leave Act
 - Americans with Disabilities
 - Title VII of the Civil Rights Act

**HOW ARE YOU
DOING?**



Why This Question?

- Elicits important information
- Demonstrates empathetic leadership
- Builds a relationship
- Builds a connection



**HOW CAN I HELP
YOU?**

Why This Question?

- Elicits important information
- Relational question
- We all have a role in success for each employee



Sitting With

- Important to actually assist
- Do the work when we can
- We can't do this effectively without building the human connection





Bischoff, You're Crazy!

- Jennifer Eberhardt - *Biased*
- Brene Brown - *Dare to Lead*
- Daniel Coyle - *Culture Code*
- Adam Grant - *Give & Take*
- Amy Edmondson - *The Fearless Organization*
- Kim Scott - *Radical Candor*



Questions?

Kate Bischoff

(612) 361-7707

(320) 249-9269

@k8bischHRLaw

kbischoff@thrivelawconsulting.com

thrivelawconsulting.com