

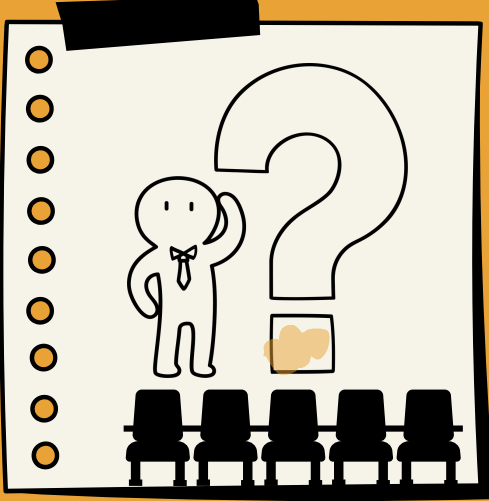


# HEADS-UP

## HR NEWS YOU NEED TO KNOW

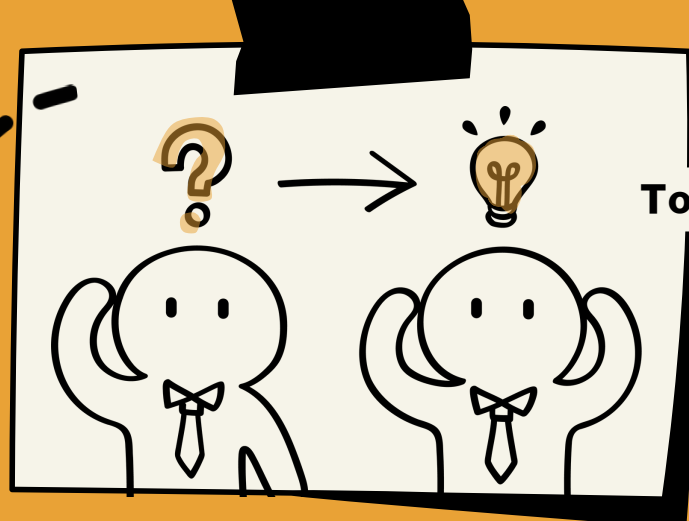
### ➔ Right People, Right Seat

Usually, when we talk about “right people, right seats” we are talking about the hiring process. And yes, it’s important to get the right people in the right seats during the hiring process but let’s talk about who’s already in your organization. Are they the right people, in the right seats?



How do you know if you have the right people in the right seats? To answer this question requires honesty and objectivity. It’s hard to avoid developing friendships or friendly interactions with our colleagues that we work with day in and day out. However, when making staffing decisions, these feelings have to be set aside as we look at what is best for the organization, what will move the organization forward, and who we need on our team to make this happen.

**So, do you have the right people in the right seats?**



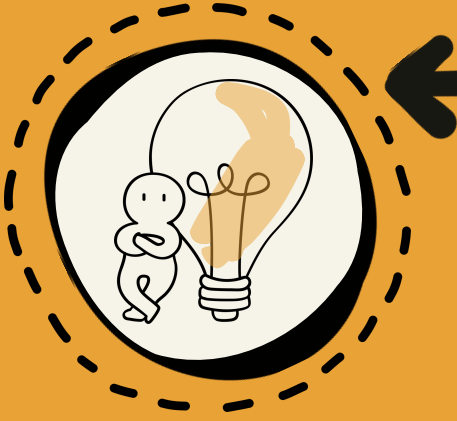
**To help answer this, ask yourself:**

**Do they get it? – do your employees understand the company’s core values, what’s expected of them, their job, how it fits into the overall company, and what success looks like in their role?**

**Do they want it? – are your employees excited about their job and coming to work, do they exhibit enthusiasm while doing their job?**

**Do they have the capacity to do it? – do your employees have the mental, physical, and emotional capacity to perform their jobs at the highest levels?**

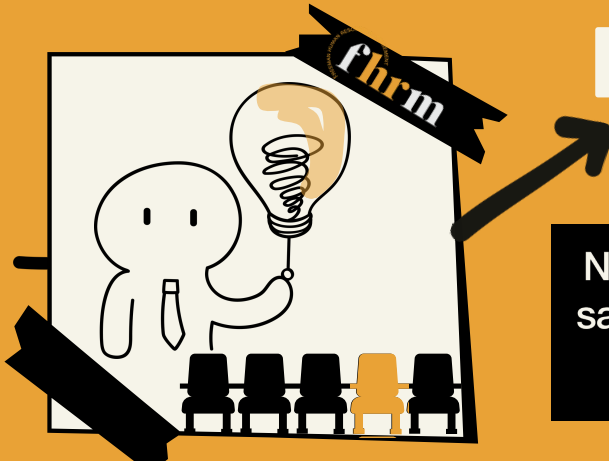
If you answered with an unwavering and strong YES, to ALL of these questions it’s safe to say you have the right people in the right seats. If there was a mixture of yeses, maybes, I don’t think so, I don’t know and nos, you may need to consider moving individuals to roles where they get it, want it, and have the capacity to do it. If there is no such role to move them to, you may have to make the tough decision and part with the individual and allow them to seek opportunities elsewhere.



We get it; this exercise can lead to hard and unexpected decisions, but it can also lead to great growth, increased revenue, greater productivity, awesome company culture, and less disciplinary actions and performance issues.

Remember there is no perfect employee, but there is an employee who can fit perfectly into a role at your company, who wants it, gets it, and can do it.

**Need help determining if you have the right people in the right seats? Contact the fHRm today. We can help!**



**Note: New minimum wage and base exemption salary increases were effective January 1, 2024. Call your HR Ambassador for details!**

*“Get it, Want it, Capacity to do it” is a concept designed by Entrepreneurial Operating System (EOS).*