

# Business Transition Planning



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# Monitor Reality

- Governor's 4 Stages, Public Health Agencies, and your agency needs
  - No need to rush return to “normal” if your current plan is working
    - Any action causes potential employee response
    - Employees will appreciate you looking out for them
  - Determine what makes sense for your agency
    - How do you measure productivity?
- Accommodation issues
  - Legal risks must be considered
  - Ensuring safety of all staff is important
- Transition process is on-going

# Be Realistic

- It is not a light switch but a dimmer
  - Measured approach is important for all
    - Different concerns can be addressed with measured approach
- Build scenarios and solutions to help guide protocols
- Involve multiple stakeholders
- Regular communication with bargaining units
- Opportunity for employers to build employee loyalty
- Technology has changed all of our worlds
  - Embrace it

# Final Thought

- HR professionals are even more important now
  - 80% of chief executives worry about skill shortages
- Partner with your HR professionals
  - 60% to 70% of time is focused on COVID-19
- Issues raised by COVID crisis fall in HR wheelhouse
  - Leaves of absence
  - Accommodation
  - Employee Communication
  - Retention
  - Employee Services
- Now is the time to hire



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