Thought Leadership Update
Better Workplaces

- PMQ
- Research
- Workplace Convos & Coffee
**What is the PMQ?**

SHRM PEOPLE MANAGER QUALIFICATION (PMQ)

A unique, interactive training experience for your People Managers to drive positive workplace culture through better management practices.

**Why PMQ:**

- Organizations spend billions recovering from unnecessary turnover
- Nearly 60% of workers leave their jobs because of their manager
- 1 in 3 U.S. workers say their manager doesn’t know how to lead a team

**What PMQ includes:**

- A pre-assessment to identify strengths and areas for improvement
- An interactive virtual learning experience
- Roleplay scenarios to put learnings into practice
- A final assessment to earn the PMQ
How Your State Council Can Help

Call to Action

• Think of possible candidates for nomination
• Pilot reviews starting in April thru May
• Your expertise and thoughts welcome ALWAYS
• Designed for HR to assist people managers
Paid Leave
New research on the topic of paid leave, in support of Government Affairs policy initiatives.

Employment-based Immigration
Continued research on the topic of employment-based immigration, in support of Government Affairs policy work.

NSCW/NSE
The National Study of the Changing Workforce and the National Study of Employers have been conducted for over 30 years and are being updated in 2020.

Employee Benefits
The annual benefits research will be conducted for release at the SHRM Annual Conference and Exposition in San Diego.

WFPMA Global HR Study Part 1 (6 Countries)
SHRM will provide the perspective of U.S. HR professionals to the World Federation of People Management Associations’ global HR study.

WFPMA Global HR Study Part 2 (17 Countries)
After the Part 1 release of the U.S., Mexico, Canada, India, China, and Brazil data at Annual, eleven additional countries’ data will be released.

Health Care
New research on the topic of employer-provided health care in support of Government Affairs policy initiatives.

Workplace Equity
New research on the topic of pay equity, in support of Government Affairs policy initiatives.

The Multi-Generational Workforce/Ageism
New research on the topic of the multi-generational workforce and the diverse experiences with ageism.

Drugs in the Workplace
New research on the topic of drug use in the workplace, including opioids and marijuana.
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Research in 2020

Call to Action

• Launching world’s first ever HR Voice of Work Panel
• To help us maintain relevant information from HR practitioners and their workforce
• Recruiting 2,000 Americans (1,000 HR professionals) to serve on this monthly data panel
• Tons of incentives (both SHRM & monetary)
• Help us find the best & brightest
Bringing SHRM Thought Leadership to the World
Workplace Convos & Coffee
Bringing SHRM Thought Leadership to the World

Workplace Convos & Coffee

How often do you see ageism at work?

Sometimes we are biased against people who are older or younger than we are and we don’t even realize it.

Reflect on how often you make assumptions in the workplace based on a person’s age.

1. Take a sticker
2. Place it along the spectrum
WCC & Your State Council

Call to Action

• Seeking new opportunities to activate our thought leadership
• Exploring college campus options
• Developing a State conference version prototype
• Share your ideas! PLEASE
But now some FUN with Research…

Let’s Play Win Alex’s Money
Question 1
What percentage of Americans dread going to work everyday?

- 5%
- 11%
- 26%
- Everyone is lying!
Question 2
How much do enterprises spend on recovery from toxic workplaces every five years?

- I’d spend all my money to rid myself of this workplace!
- $100 billion
- $223 billion
- $350 billion
Bonus Round

What percentage of an HR professional’s day is spent on cleaning up after people managers?

- 10%
- 80%
- Bad people managers cause me to drink.
- 28%
Thank you!

For more information, please contact me directly at @SHRM_CKO or Alexander.Alonso@shrm.org.