

CAHRS Partners have the opportunity to benchmark with other partner companies on HR topics of interest. The benchmarking is typically conducted with 5-7 other CAHRS Partners selected by the company that initiated the request. The CAHRS office identifies the appropriate connections at selected companies and the benchmarking company then schedules 1:1 phone calls to explore their questions.

Examples of recent requests include: Sponsorship Initiatives, Organization Designs and Structures, Diversity Metrics, Talent Management Practices, Competency Models and a variety of HR Policy Questions (i.e. Relocation, Cost of Living, Airline Mile Usage, etc.).

CAHRS partners find this more qualitative approach to benchmarking very valuable for revealing novel insights and practices, as well as for building their network. At the conclusion of the process, the benchmarking company shares an anonymized summary of their findings with the participating companies and CAHRS, who then makes them available so all partners can benefit from the learning.



Benchmarking with four CAHRS companies which included two Pharmaceutical Companies, one Professional Services Company and one Managed Health Care Company.

Q: Year-End Celebration / Recognition

What types of year-end Holiday celebration / recognition activities are you holding for your employee populations in this virtual environment?

A: There is great variation in how companies will hold year-end / holiday gatherings, but one thing is consistent; there are no in-person gift swaps / luncheons / dinners this year! For some companies that have a large number of employees located in the same general area, a local adaptation of the holiday gathering may be feasible. Some ideas include:

- Drive thru light displays with hot chocolate to-go cups
- Drop offs for Toy and/or canned food drives to support communities in need
- Sending out an informal “Thank You and Best Wishes” video, compiled from each HR SLT leader. Also encouraging leaders to send individual notes of thanks to their employees.

For more geographically distanced populations (or even to supplement the above for more local populations), many employers are hosting virtual gatherings. Typically leaders host a video conference call with the sole purpose of celebrating the team. Best practice is to keep the meetings relatively small; approximately 20 employees or less. Variations on the virtual gathering may include:

- Inviting family members to make an appearance on the video call
- Wearing Ugly Holiday sweaters
- Engaging in a gift swap (needs to be coordinated ahead of time, with a centralized source assigning “secret gift givers” to each individual, and providing a home address for the employee to send to his/her chosen recipient)
- Allowing employees to purchase a grab and go meal from their favorite local restaurant (staying within company T&E policy guidelines) and bringing to the virtual meeting for a virtual luncheon / dinner gathering