



2020 Editorial Themes & Schedule

***Your Workplace* magazine aims to stimulate discussion of current workplace trends and issues in Canada. Our thematic points of interest include (but are not limited to!):**

Culture: Work culture emerges from the communal values and behaviours within a workplace. How can organizations foster an engaged and productive culture?

- » building an effective team
- » creating a vibrant culture
- » managing the generation gap
- » detoxifying toxic workplaces

Managing/Coaching: What are the most effective and progressive management strategies? How can coaching be used to achieve better results?

- » staff retention
- » mentoring programs
- » employee engagement
- » flexible work arrangements

Wellness: The rise in benefit claims indicates that our employees are not well. Mental health is increasingly part of the conversation.

- » mental illness
- » managing disabilities in the workplace
- » absenteeism and presenteeism
- » wellness initiatives

Leading: Leadership is the key to navigating organizational change and creating a cohesive and satisfied team.

- » approaches to leading
- » succession planning
- » rewards and recognition
- » transparency

Jan/Feb: 22-1 Feature: **Is There a Place for Music?** Nov 8 | Nov 18 | Dec 10

Music has the power to heal, to help with mental health issues, yet it is also able to distract. What is the future of music in the workplace and is it affecting your workers to be more productive and mentally healthy? New innovations might be making this happen.

Spotlight on: **HR Systems Integration**

Many HR practitioners are using older software and technology to conduct their daily functions. Older legacy systems are becoming more difficult to integrate with newer more streamlined systems. What are the best ways for HR to integrate their HR systems and build an efficient corporate memory for the future?

Mar/Apr: 22-2 Feature: **Talent Acquisition** Jan 24 | Feb 3 | Feb 25

In the modern world there are myriad of ways to finding and acquiring new talent for your organization. What are the best practices around talent acquisition, what makes sense for your organization and what technologies stand out in a crowded field?

Spotlight on: **Business Travel**

Technology has changed the way we do business. With that, the need for travel and the reasons for travel have also changed. How is your organization adapting to the impact of technology on business meetings and travel?

May/Jun: 22-3 Feature: **The Employee Experience** Mar 27 | April 6 | April 28

Employees expect a complete experience from their employers. From fulfillment/satisfaction on the job to benefits and beyond, how is HR ensuring the employee experience is complete and what are the best (and most cost-effective ways) to attract and retain employees?

Spotlight on: **Internal Learning and Development**

Part of your job is helping your employees grow professionally. Many HR departments and companies provide learning and development assistance internally to aid in this effort. What are the best ways to do that? What is cost effective and what are the areas to focus on to ensure employees get the maximum amount of training they need?

Jul/Aug: 22-4 Feature: **The New Gig Economy** June 5 | June 15 | July 7

Now more than ever elements of the Gig Economy have permeated work life. Those that are still working are doing so from home, and those that were already working from home are likely ramping up to do more. HR is coping, in real time, with the effects of the COVID-19 crisis and adapting to the new paradigm. What are the best practices to embrace this new way of working and sustain it after the dust settles.

Spotlight on: **Employee Recognition**

With workers furloughed, laid-off and itching to go back to work, as well as many working fewer hours and in various locations, how can HR properly honour their work and support employee recognition. We'll talk to HR professionals about the need to continue their efforts at employee recognition and if it still matters in this new environment.

Sep/Oct: 22-5 Special Issue: **Workplace 2021** Aug 6 | Aug 11 | Sept 1

Workplace 2021 is a special edition of Your Workplace where we will take a deep dive into the adoption of workplace practices in a post-COVID environment. The issue will address those parts of work that will change and those that will likely stay the same. In addition, we will look at how culture is impacted, requires reshaping in a remote-work environment, how processes and systems will be adapted, and how people will be engaged to perform in the new workplace. With additional issues of wellness, managers as coaches and the new leader, the YW editorial team will define success on a go-forward basis. this special edition of Your Workplace goes beyond the everyday headlines and seeks to envision work beyond the pandemic.

Nov/Dec: 22-6 Theme: **Performance** Sept 25 | Oct 5 | Oct 27

Measuring performance in the best of circumstances can be difficult, inconsistent and often leave all parties feeling that the information provided could have been more robust. However, with work being what it is in this COVID-era, the measurement, communication, and effectiveness of performance can be even more difficult.

This special issue of *Your Workplace* will look at performance by addressing:

- Engagement – What are the key drivers facing managers when looking at performance and motivation? What should be excluded or included in this new era?
- Generational management – Should we be managing according to the different generations or is it a “trap?”
- Tall Poppy Syndrome – Why are managers undercutting workers who consistently achieve or overachieve?
- The relationship between stress and performance.

- Leadership, which is not management, and the importance of being both a leader and manager.

And there is more:

Spotlight: **Retirement Planning (Roundtable)**

The financial health of employees can be just as important (sometimes) as their physical health. How can HR properly assist and educate their employees about their future finances and retirement?

Spotlight on: **Technology (Roundtable)**

AI, machine learning, bots; are all a part of the everyday workplace. It's changing how you communicate and deal with daily issues. This roundtable will focus on

how best to integrate the technology into your workplace as well as help deal with any obstacles that may arise.

Feature: **The HR/Board Relationship**

Increasingly, HR is being asked to present and provide the Board of Directors with its strategies and ROI. This article will discuss the importance of the relationship as well as best practices to ensure the relationship is a two-way street of information, advice, problem-solving and action.