



2021 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: 23-1 FOCUS ON: WELLNESS

Nov 6 | Nov 10 | Dec 8

Wellness, especially during a pandemic, is more important than ever. Companies are facing employees who remain uncertain about their jobs, kids' schooling and elderly parents. This special edition will address what challenges are created by emotional uncertainty and how to regain wellness even when distant. There will also be a look at how benefits plans, EAPs and other financial benefits can assist with employee wellness.

Mar/Apr: 23-2 SPECIAL ISSUE: WORK CULTURE

Jan 22 | Jan 26 | Feb 22

What does work culture mean in 2021? Employees are remaining distant and have few opportunities to gather. *Your Workplace* will look at what culture previously meant and what it will mean in the new work environment. Tips and solutions will be provided to build or re-build your culture to make it thrive. Perspectives from both the employer and employee will be provided and analyzed to get a full picture of what is needed and what can be done moving forward.

May/Jun: 23-3 SPOTLIGHT ON: Coaching Managers

Mar 26 | March 29 | April 26

Coaching and managing are two very different things. They require different skills and provide different outcomes when used effectively. We will look at the difference, when to use the different approaches and why managers themselves need coaching.

Jul/Aug: 23-4 ANNUAL: PROFESSIONAL GROWTH

May 28 | June 1 | June 28

Professional growth means different things to different people. HR may help facilitate growth through plans, programs, mentoring, promotions etc. But the dark side is corporate backstabbing and politics. *Your Workplace* will look at how fostering professional growth in a safe environment is a win-win for everyone.

YW's third Annual Ranking of HR Schools. This special feature ranks the best HR schools in the country and profiles the top three. Perspectives are provided from the student point-of-view.

Sep/Oct: 22-5 SPECIAL ISSUE: LEADERSHIP

July 23 | July 27 | August 23

Senior leaders are often the drivers of workplace culture, morale, the employee experience, and engagement. But what drives leaders to do what they do? This edition of *Your Workplace* will focus on how and why senior leaders make the decisions that affect the workplace and how to help them along that journey.

People Trends at Work – *Your Workplace* will predict one trend(s) that will affect overall work moving forward.

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:

- Offsite vs. Onsite work environments
- How is morale affecting performance?
- Are expectations different with work being what it is
- Is performance measuring obsolete? Do we need a new way to measure employee effectiveness?

And there is more:

Spotlight: Adversity and Conflict Resolution (Roundtable)

Adversity and conflict resolutions can be key elements to maintaining a healthy workforce that is productive and well adjusted. What are the challenges at providing a fair and equitable resolution mechanism and what can be done to make them better?

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 (Roundtable)

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.