



## Navigating HR Challenges in 2024:

### A Strategic Approach for New Zealand Businesses and Organisations

#### **Introduction**

As New Zealand businesses and organisations embark on a new year, human resources (HR) professionals and people managers face a spectrum of challenges that demand strategic foresight and innovative solutions. In the dynamic landscape of 2024, addressing these challenges head-on is essential for fostering a thriving workplace. In this blog post, we'll delve into three critical questions that business owners, senior leaders and people managers can consider ahead of shaping their approach for the year ahead.

#### 1. How Can We Navigate the Evolving Work Environment?

The nature of work is continually evolving, with flexible work arrangements, hybrid models, and remote work becoming increasingly prevalent. In some organisations, managers are also trying to work out how to bring their staff back into the office.

Businesses must assess their readiness to embrace these types of changes and ensure they have robust policies and technologies in place. Consideration should be given to fostering a positive work culture that accommodates diverse working styles. A more formal approach might be needed to undo some of the approaches hurriedly implemented as the country entered lockdown in 2020.

Marie Tovia Consulting can assist in developing tailored strategies to adapt to the changing work landscape, offering expertise in crafting flexible policies, remote work guidelines, and maintaining team cohesion in a dispersed environment.

## 2. Are We Prioritising Employee Wellbeing and Mental Health?

Employee wellbeing and mental health have gained heightened significance, especially in the wake of global challenges. It's crucial for businesses to prioritise the health and happiness of their workforce and you don't need to check the research to know about the positive impact this is likely to have on your organisation's results. Implementing mental health initiatives, creating open communication channels, and offering support services are components that can be accommodated in a more holistic wellbeing strategy. Marie Tovia Consulting can provide resources and training to create a workplace that nurtures both professional and personal growth.

## 3. How Can We Develop Effective People Managers?


In 2024, there is a need to develop effective people managers who can navigate a rapidly evolving work landscape. With the rise of remote work, changing employee expectations, and a renewed focus on wellbeing, people managers must possess a versatile skill set that goes beyond traditional management practices. The ability to confidently lead remote teams, foster a positive and inclusive workplace culture, and prioritise employee wellbeing has become paramount. The challenge lies in equipping managers with the necessary skills to adapt to this new paradigm and effectively lead their teams through times of change and uncertainty.

Marie Tovia Consulting stands as a strategic ally for business owners and senior managers aiming to tackle this challenge head-on. From providing insights into both managers and employees natural working styles to fostering skills in communication and performance management, Marie Tovia Consulting offers a comprehensive approach to leadership development.

### Would you like some assistance this year?

Marie Tovia Consulting stands as a valuable partner in navigating the complexities of HR challenges in 2024. With a focus on tailored solutions, Marie offers skills and expertise in a wide range of areas.

As organisations and businesses embark on a transformative year, partnering with Marie Tovia Consulting ensures access to expert guidance and assistance with fostering an environment where employees thrive and organisations/businesses flourish in the face of potential HR challenges.

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