

THE MONTANI MINUTE

The employer's checklist for 2025

Happy New Year!

It's 2025, and it's time to make sure your house is in order.

We've created a new checklist that will guide you through the top 10 areas you should be looking at to get the very best out of your team and business this year.

This includes legal compliance, HR technology and the entire employee life cycle.

Here are the top 10 areas you should be looking at:

1. Make sure you stay legally compliant
2. Leverage HR technology to save time and costs
3. Attract the best people with a great employer brand
4. Find the right people with a legally compliant recruitment process
5. Give new hires a great onboarding experience
6. Retain your team and keep them happy
7. Invest in your team's performance and your company's success
8. Say goodbye to employees in a positive manner
9. Avoid negative Glassdoor reviews
10. Get strategic support from an independent HR consultant

You will find the full checklist on our website.

Americans will spend 44 years of their life looking at a screen...



Here's a stat that might make you want to turn off your laptop and hide your phone: A study has found that U.S. adults will spend a staggering equivalent of 44 years in front of their screens over their lifetime.

Excessive screen time can impact health and cause symptoms such as headaches, eyestrain and poor sleep. So, it's no surprise that people are being warned to cut back. From setting screen-free boundaries to savoring phone-free social moments, it's time to discover how to reclaim our time and well-being.

<https://people.com/human-interest/average-us-adult-screens-study/>

Is alcohol abuse quietly undermining your workplace?

With over 232 million missed workdays annually due to alcohol-related sickness, it's an issue no employer can afford to overlook. Whether it's a casual drink or excessive consumption, some employees, especially those in high-stress or manual roles, are more vulnerable.

This highlights why preventive and supportive measures are crucial for all organizations. We can help you to navigate these issues.

<https://movendi.ngo/science-digest/alcohol-use-disorder-linked-to-over-232-million-missed-work-days-every-year-in-the-usa/>



Age discrimination works both ways

Most people think that age discrimination is limited to individuals over 40 years of age. Reverse discrimination exists as well, and it relates to age-related discrimination for those under 40.

Whether it's employers who think a candidate is too young and lacks enough experience, or co-workers who talk down to you based on age, this discrimination can negatively impact self-confidence and even minimize someone's motivation for career growth.

Employers need to be aware that age-related discrimination can occur at any age and take appropriate measures to prevent and address it in the workplace.

<https://www.helpguide.org/aging/healthy-aging/ageism-and-age-discrimination>

Leader and manager development is the HR industry's biggest priority for 2025

A Gartner report (a leading research and advisory firm) has found that leader and manager development will remain the priority for HR leaders worldwide in 2025.

The report highlights the increasing pressures on managers. It states that 75% of managers struggle to cope with their responsibilities, with only 36% feeling that their organization's current management training programs effectively prepares leaders for the future.

This makes us ask: How prepared are your managers to lead your team this year?

You know what they say... people don't leave bad jobs; they leave bad managers.

Bad management poses HUGE risks to your business, including:

- High staff turnover and low employee retention
- Decreased employee engagement and productivity
- Higher risk of employment-related legal claims and subsequent costs

What's the solution to this?

You guessed it... Management training.

Management training can also be a great way to recognize the excellent management competencies your managers already possess through formal acknowledgment and accreditation.





Questions & Answers

Should I be conducting exit interviews?

It's not a necessity, but it could help you to learn a lot. You may learn about competitor practices. You may gain valuable feedback and identify training or manager gaps, which may help you to discover a problem you didn't know existed and allow you to fix anything that may reduce staff turnover.

How should I support employees who may be participating in Ramadan?

In 2025, Ramadan is expected to begin on Friday, February 28, and conclude on Sunday, March 30. The exact dates depend upon the sighting of the moon.

As part of Title VII of the Civil Rights Act of 1964, U.S. employers must consider religious accommodation requests and make "reasonable" accommodations for employees' religious observances. Don't make assumptions about who may be participating. Educate your managers, be flexible with working patterns, and accommodate annual leave requests where possible.

Is it my responsibility to ensure employees use their time off?

Ultimately, it's a shared responsibility. Employees should plan and request their time off, but you, as an employer, should provide opportunities and encourage its use to comply with company policies and any applicable employment laws.

Send periodic reminders about company holidays, ask employees to check time off balances and ensure clear policies outline how and when holidays should be taken. Encourage staff to book time off, particularly if they have remaining balances near year-end. While optional, consider allowing unused time off to roll over, clearly defining this in time off policies.

Let's talk on the phone

Here are three questions for you:

- Do you currently have an HR consultant?
- On a scale of 1 to 10, how happy are you with them?
- If the answer isn't "I'm so delighted I could print 1,000 flyers to spread the word about them," let's jump on a video call!

You know just how important it is to get proactive, responsive HR support. That's what we do. And we're taking on new clients.



Set up a 15-minute exploratory call at [this link](#).



KATHERINE DANIEL

