

2024 REALISTIC RESOLUTIONS

CALENDAR

We've put together a month-by-month guide you can use to navigate the upcoming year and help your team set and achieve your objectives. Read more details at inspiringhr.com/hr-resolutions-for-2024

JANUARY

Charting the Course

- Set aside 1-2 days for planning and goal-setting
- Start with the end in mind
- S-M-A-R-T goals

FEBRUARY

Embracing Company Values

- Review and/or revise company values to make sure they still fit
- Update handbooks and policies to reflect company values

MARCH

Cultivating Culture

- Use Culture Engagement Survey
- Include leaders on ways to implement changes based on feedback

APRIL

Vendor Evaluation

- Review all that your vendors offer
- Consider new technology, features, services, or budget that are best suited to your needs

MAY

Revisit Job Descriptions

- Review opportunities to upskill or reskill employees
- Decide if scope of work, salary, and skill set are still accurate

JUNE

Handbook Revisions

- Update employee handbook to comply with labor laws
- As your business evolves, note where handbooks need to also

JULY

Training & Development

- Determine skill sets you need and how you can develop them within you and your team
- Schedule training opportunities

AUGUST

Enhance Onboarding

- Create or revamp your employee onboarding checklist
- Consider leveraging services from your vendors and payroll

SEPTEMBER

Reflecting on Progress

- Reflect on milestones achieved and review goals thru end of year
- Don't wait until December to decide what's left to do

OCTOBER

Emphasizing Diversity

- Review DE&I initiatives, especially with the holidays approaching
- Look for ways to create a more diverse and unified culture

NOVEMBER

Planning Ahead

- Prepare for holiday party
- Review employee upcoming PTO
- Plan for annual reviews (or better yet, do them regularly)

DECEMBER

Involving Team in Goal-Setting

- Encourage employees to set own goals for 2025
- Align employee goals with business goals

