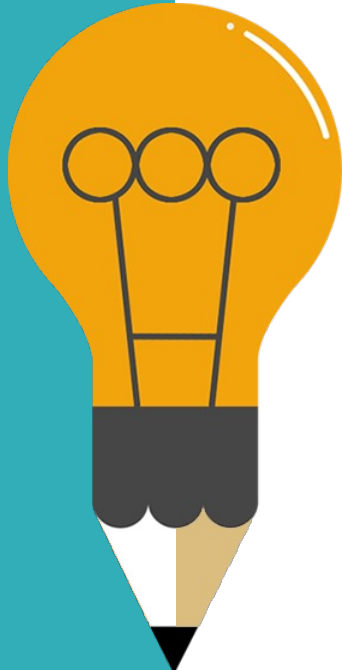


Building a Powerful Team

Flexibility for the Future

**Karen George, Executive Director
Quad Cities Cable Communications Commission - QCTV**

Flexibility for the Future



01

Welcome to QCTV

Hiring, onboarding, culture, strategy, benefits.

02

Generations in the Workplace

Boomers, Gen X and Z, Millennials – Alpha is on the way.

03

The Next Normal

Post Corona changes with lasting impact.

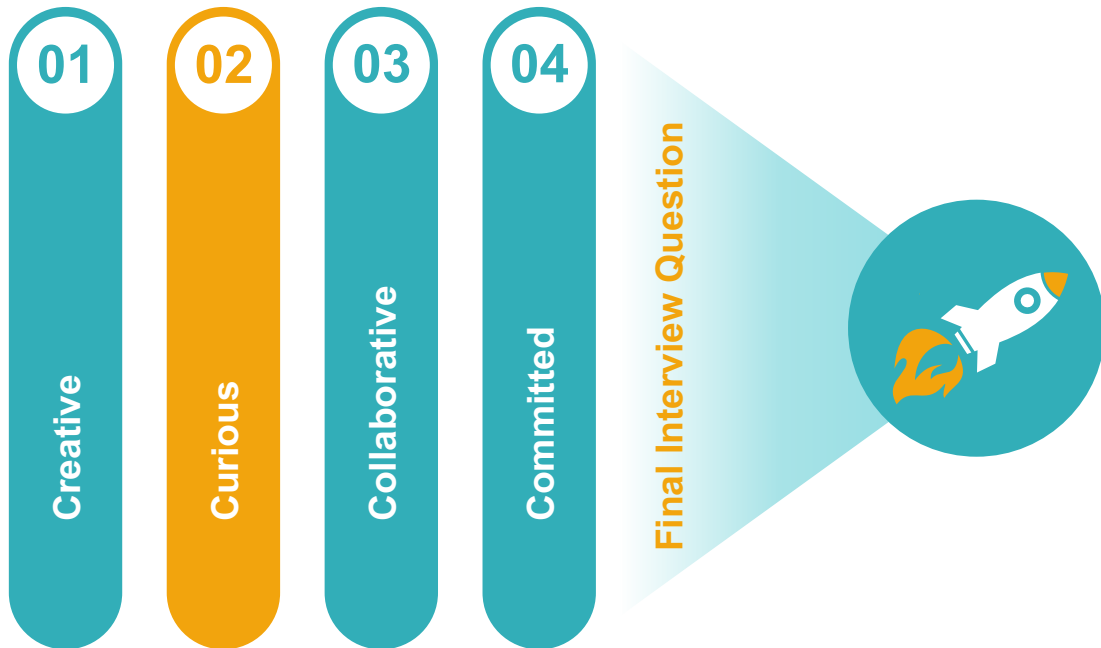
04

What's on My Library Timeline

The books that challenge my thinking.

Recruit for the Culture, Onboard with the Strategy

The Four C's of Hiring at QCTV



Onboarding

Align personal commitment with organizational vision using the strategic plan.

Professional Development

Budget time and money for a variety of learning opportunities and styles.

Benefits: The Golden Handcuffs

Total Compensation

Livable wage, step increase, annual COLA, pay equity.

Producer, Age 30, Dependent 1

Wage	\$55,500
Health 100%	\$5,820
Health 75%	\$4,365
HSA	\$900
Retirement	\$4,162
Other Ins.	\$735
Tech. Stipend	\$300
Tuition Reimburse	\$3,000
PTO Conversion 80	\$2,135
	\$76,917

Paid Time Off

12 Holidays
2 Floating Holidays
28 PTO Days

PTO Carryover 280 Hours
Flexible Work Schedule
Telework – Project-based
On-the-job training
Conferences
Other professional development

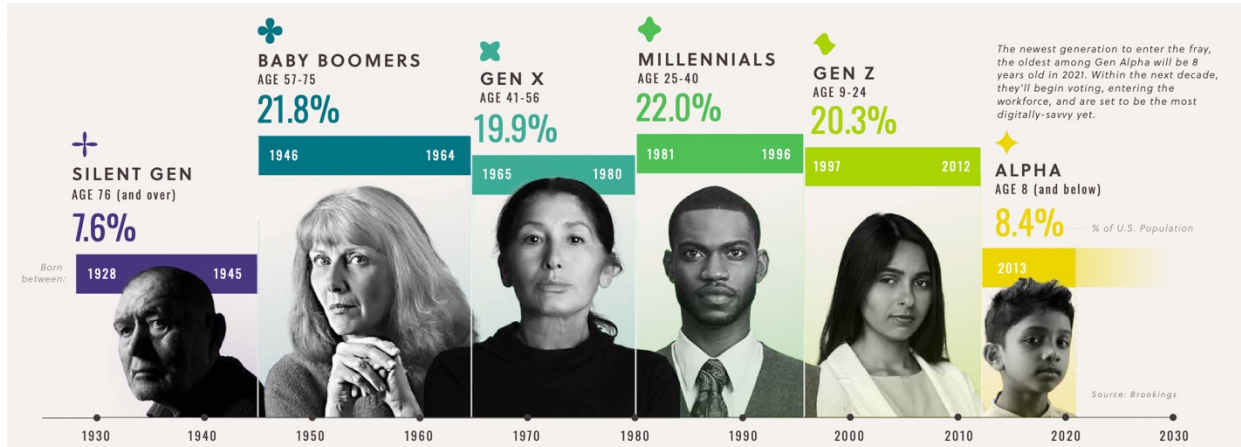
Healthcare

Retirement

Other Benefits

Paid Time Off

Generations in the Workplace



QCTV employees: Age ranges from 17 to 67.

Read the full report [here](#).

The Next Normal

Decisions made now will need to provide flexibility for the future.



Brick and Mortar Building

Offices, studio, master control, equipment storage, garage.

Employees

Fulltime, benefit eligible jobs with additional parttime jobs.

Hierarchical Leadership

Traditional organizational chart with career ladder.

Virtual Workplace

Bring your device, leased channel services/production studio.

Gig Workers

Contract 1099 workers, using personally-owned equipment.

Participatory Leadership

Shared leadership responsibilities for flexibility.

Employee Benefit Trends

Pet Insurance

Dependent healthcare for fur babies.



Pay Differential/Stipend

Incentivize the culture – in-person or virtual.



Time Off Without Pay

Retain job while taking extended time off.



Work Anytime

Work best in a non-traditional schedule? Asynchronous work.



Choose Your Holiday

Don't celebrate Columbus Day? Take Juneteenth instead.



Telework Accrual

Offer accrual of hours to be used for teleworking.



Per Diem Employees

Employee status without the M-F grind.



Virtual Tech Tools

Leverage virtual productivity technology for transparency.



Library Timeline

What I am reading to challenge my thinking.

01

Anything by Scott Galloway

Adrift, The Four, Post Corona

02

Anything on Generations

Blogs, research studies, books.

03

David Carr

His soliloquy to daughter regarding new media impact as reported in *All That You Leave Behind* by Erin Carr.



04

Anything on Workplace COVID

Webinars, articles, research studies, books.

05

Anything by Adam Grant

Think Again, Give and Take, Originals, Option B.

06

Recommendations

What do you recommend I read?



Share your ideas and feedback.

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Labor Market Impact of Long COVID

Conservative estimate: 1.6 million full-time equivalent workers could be out of work due to long Covid. With 10.6 million unfilled jobs at the time, long Covid potentially accounted for 15% of the labor shortage.

New data shows **LONG COVID** is keeping as many as *four million* people out of work.



16 Million

Around 16 million working-age Americans (those aged 18 to 65) have long Covid today.



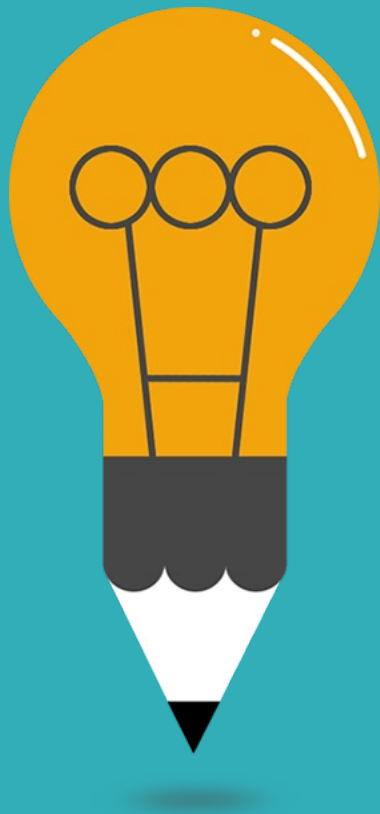
2-4 Million

Of those, 2 to 4 million are out of work due to long Covid.



\$170 Billion

The annual cost of those lost wages alone is around \$170 billion a year (and potentially as high as \$230 billion).



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