



## Human Resources Quarterly Business Update

With only five months left in the year, it's a good time to reflect on what we've accomplished so far. If you attended our Human Resources (HR) Quarterly Meeting in June, hopefully you were able to recognize the value HR brings by delivering solutions that directly support business priorities. If you missed the meeting, you can [watch the recording](#) or [review the slides](#). With the [recent announcements](#) regarding the firm's CEO succession plan and key leadership transitions, our work will become even more critical as we support these organizational changes.

### The search is over

[As I recently communicated](#), after months of diligent searching, I'm happy to welcome **Jenny Doe** as our new head of Talent and **Jim Smith** as our new head of Total Rewards and HR Operations. **Jim** joined us on July 12 and **Jenny** will start on September 20. With these two critical roles in place, I'm confident that the respective teams will be well positioned to continue executing on our priorities.

### Progress on our top five priorities

We're continuing to make good progress on our top five priorities—Global Operating Model; Talent Management; Diversity, Equity, and Inclusion (DEI); Data and Analytics; and Global Career Framework (GCF). You can learn more about our progress in the [2021 Operating Plan](#), which was created to increase transparency of all our projects and initiatives.

As the plan shows, we have an ambitious agenda that includes supporting business priorities in addition to our evergreen HR processes and programs. Additionally, various HR teams have been diligently supporting the firm's global return-to-office and flexible work initiatives, which we expect will continue through year-end.

With that in mind, the HR Lead Team and I have taken deliberate, thoughtful steps to evaluate our capacity in light of our workload. This has allowed us to determine which projects will remain a priority for 2021 and which will be deprioritized. Our Business Management team will post more details on GlobalNet soon, so you'll have transparency into our ongoing prioritization process.

### HR people on the move

In June, the first cohort for our [2021 CareerBuilder Program](#) began their assignments. **Jane Austen**, **Kim Kardashian**, **Diane Keaton**, **Beyonce Knowles**, **Cindy Lauper**, **Mary Poppins**, and **Brian Williams** are proof that we're committed to building talent in HR, which includes delivering career-enriching programs and experiences.

In addition to this cohort, please join me in congratulating the following team members who continue to own their career journeys by identifying and developing the skills needed to advance to new roles:

- **Jessica Alba** is now a senior practice leader after having served as a senior designer.
- **Stacey Dash**, who previously served as an HR reporting specialist, is now an [HR advisor on the HR Associate Services team](#).
- **Teresa Giudice** has been promoted to a senior HR analyst.
- **Kelsey Grammar** has been promoted to a senior business analyst.
- **Amy Poller** has been [promoted](#) from associate compensation analyst to compensation analyst.

## **Holidays around the globe**

Our team in Hong Kong celebrated Tuen Ng Festival (also known as Dragon Boat Festival), a traditional Chinese holiday which occurs on the fifth day of the fifth month of the Chinese lunar calendar, which means that the festival date varies from year to year on the Gregorian calendar used throughout most of the world. This year, the Tuen Ng Festival was celebrated on Monday, June 14. One of the festival's main activities is dragon boat racing, which has become a popular worldwide water sport.

Our colleagues in Japan celebrated two holidays consecutively. Marine Day, on July 22, is a time to give thanks for the ocean's bounty and its importance to the island nation. Many Japanese often take advantage of the good weather and spend the holiday at the beach.

On July 23, Health and Sports Day was commemorated to promote sports and an active lifestyle. Although this holiday is usually celebrated in October to avoid the rainy season, the 2020 date was moved to July to coincide with the opening of the Olympics. The change remained in place for 2021 as the Olympics was postponed because of the pandemic.

Since 2016, our Japanese colleagues have also celebrated Mountain Day in August. As Shinto beliefs in nature have shaped Japanese culture, Mountain Day is an opportunity for many to get familiar with and appreciate mountains. This year, Mountain Day falls on August 9.

Also in August, our UK-based colleagues will celebrate a bank holiday, or national public holiday. The Late Summer Bank Holiday will be observed on August 30. Bank holidays were first introduced by Sir John Lubbock, a scientific writer, banker, and politician who is reported to have tried to teach his poodle how to read. Lubbock drafted the Bank Holiday Bill in 1871 to initially allow only banks and financial buildings to close, which is why they are still called bank holidays to this day.

## **Take time to rest**

As we move through July and August and get ready for HR's busiest time of year starting in September, I want to remind you of the importance of taking time to rest. If you were employed with the firm as of December 31, 2020, remember that you have [three wellness days](#) that you must use by December 31, 2021. I also want to remind you about our rules of engagement that I communicated earlier this year. [This list](#) contains suggestions for managing your schedule and your time.

Whether you spend the time outdoors, in the mountains, or teaching your pet how to read, I wish our colleagues in Hong Kong, London, Tokyo, and the U.S. a happy summer, and our colleagues in Sydney a happy winter.

I look forward to seeing you at our All Hands Call regarding return-to-office and GCF updates on September 1 as well as our next HR Quarterly Meeting on September 23.

**Michelle Pfeiffer**

Chief Human Resources Officer