



EMERGENCY!

**Moving Your Strategic Idea Forward with
Business Planning, Compliance, and
Tough Talks**

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**LET'S THRIVE IN
2025!
And Discuss....**

—  —
YOUR BUSINESS PLAN

ARE YOU COMPLIANT

TOUGH TALK: ARE YOU
SENDING THE 2025
MESSAGE

Agenda

Introductions

**How Your Leadership
Journey Led to Your Idea**

**Executing on Your Idea with
a Business Plan**

**Ensuring Your Business
Actions are Compliant**

**Ensuring Success Through
Crucial Conversations**



Introductions

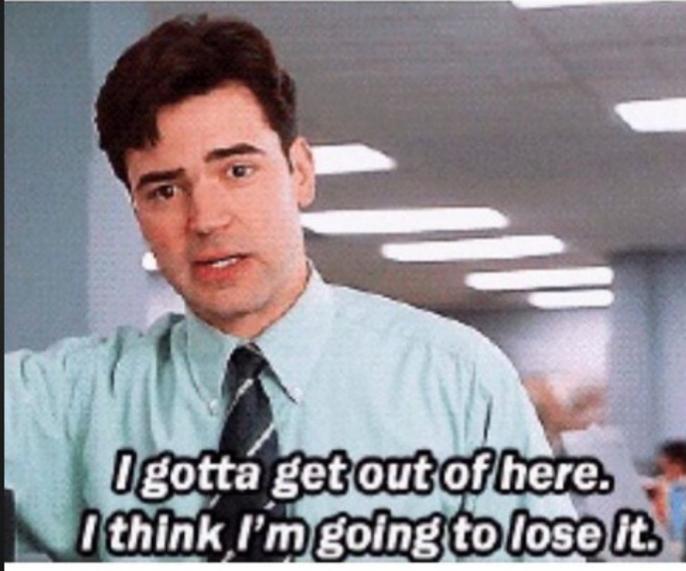


Name and Business

Pivotal Moment



Literally 5 minutes into work



THAT MOMENT WHEN YOU
DECIDE



THAT AWKWARD MOMENT WHEN



Pivotal Moments



MY BOSS TOLD ME, "DRESS FOR THE
JOB YOU WANT, NOT THE JOB YOU
HAVE."



https://www.youtube.com/watch?v=Ctonl_k3_5l



“If you can film an idea in your mind, follow that film idea shot for shot, scene for scene, that idea is worth making.”

CRAIG MAPP



20XX



https://www.youtube.com/watch?v=Ctonl_k3_5l

You Have Your Idea – What's Next?

Conference presentation



What do you need?



What is required to get it?

20XX

8



SMALL BUSINESSES SUPPORT OUR COMMUNITIES

- SAFETY
- GENERATIONAL WEALTH
- ENGAGEMENT
- GOVERNMENTAL RESOURCES
- GRANT OPPORTUNITIES



Business Plan

Summary Success Story

Organizational Structure

Existing cashflow and plan for revenue generation against operating costs

Market and sales focus alignment to market demands

Margin (profit) projections 3-5 years out

ARE YOU
COMPLIANT?



HOW DO YOU KNOW?









FAIR LABOR STANDARDS ACT

OCCUPATIONAL SAFETY AND
HEALTH ADMINISTRATION

HIPAA REQUIREMENTS

FMLA

WORKER'S COMPENSATION
LAW

KEY REGULATIONS

ARE YOU COMPLIANT?



HR COMPLIANCE CHECKLIST



<https://venngage.com/templates/checklist/hr-compliance-checklist-pdf-47a5bdb1-7235-4c98-b229-f7dcfa7b30ec>

<https://pages.thinkhr.com/rs/thinkhr/images/Federal-HR-Compliance-Chart.pdf>

How to Manage Difficult Conversations at Work



3 MILLION COPIES SOLD
UPDATED SECOND EDITION
NEW RESEARCH • CASE STUDIES • RESOURCES

crucial conversations

TOOLS FOR TALKING WHEN STAKES ARE HIGH
WITH FOREWORD BY WINSTON & STRONG

NEW YORK TIMES BESTSELLING AUTHORS
PATTERSON • GRONK • McWILLIAMS • SWITZLER

6:53

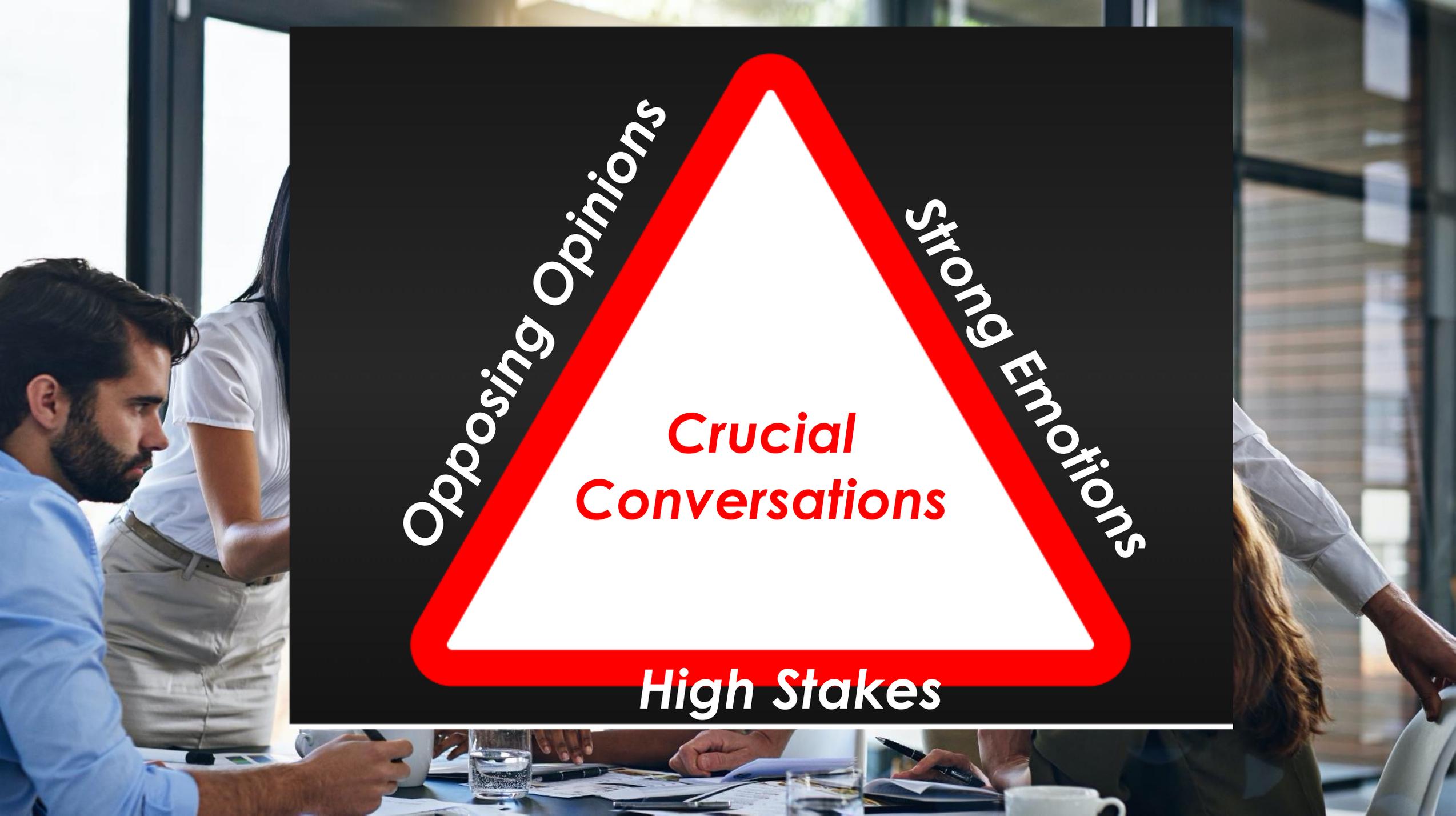
The image shows a video player interface overlaid on a background of a brown leather typewriter. On the left is the cover of the book 'Crucial Conversations: Tools for Talking When Stakes Are High' by Patterson, Gronk, McWilliam, and Switzler. The cover is red and white with the title in a serif font. To the right of the book cover are four small, square video thumbnails, each showing a different person's face. The video player has a play button and a duration of 6:53.

Opposing Opinions

Strong Emotions

**Crucial
Conversations**

High Stakes



Pause

Take a Moment to Document

Be Transparent & Express Concerns

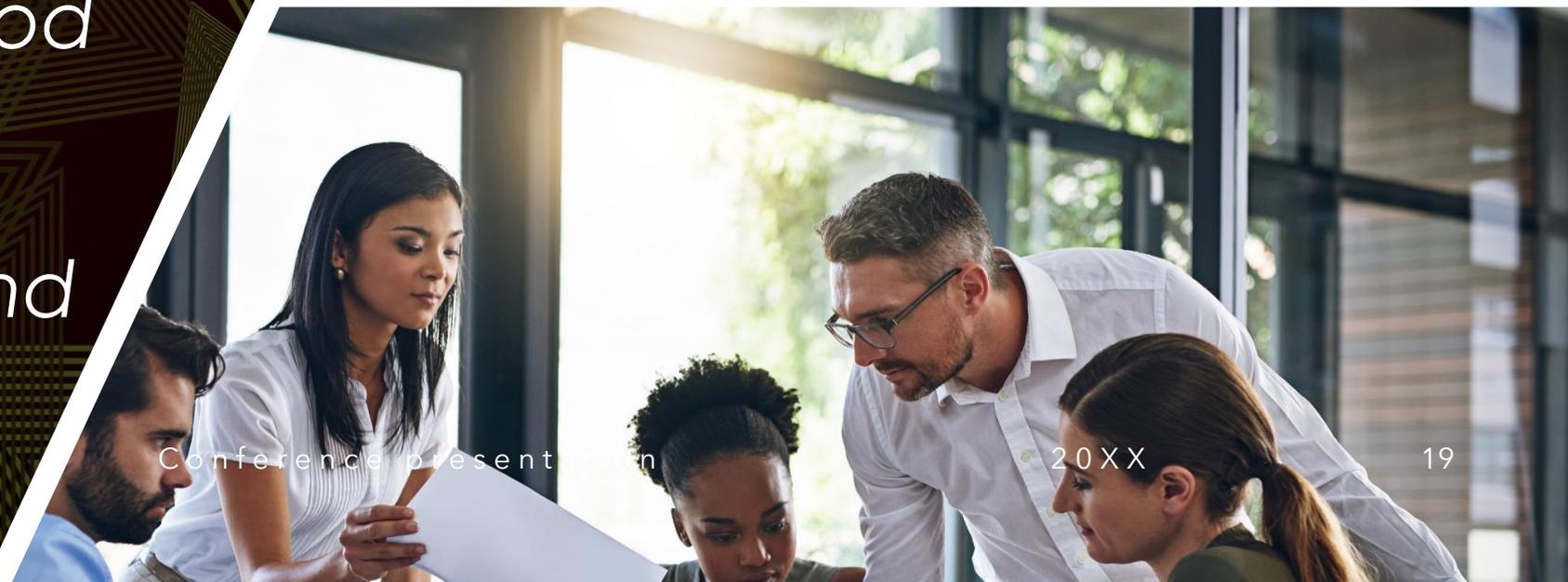
Act With Good Intentions

Ensure Safety and Privacy



How Do I Start a

CRUCIAL CONVERSATION?



HR101 Tips for Your Businesses



No. 1	Love Your Idea and Keep Planning
No. 2	Whether You are an Employee of 1 or much more - stay compliant
No. 3	Prepare for Difficult conversations

A woman with long, wavy brown hair is seen from behind, looking out over a city skyline at sunset. The sky is a mix of orange, yellow, and blue, and the buildings are silhouetted against the light. The woman is wearing a dark top. The overall mood is contemplative and inspiring.

What Is Your Call to Action?

What are your next key steps in HR for the next 30 days?

Write down 1-3 Action Items You are Committed to Doing



Thank you

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Meet the Enabler



Maria T Gresham, Ph.D.

Maria is the CEO of Pinnacle HR Solutions, a business that serves humanity by enabling small and medium size organizations stay compliant, plan for and manage talent and address HR concerns. Maria's background as a Ph.D. in business - specifically organizational behavior and business strategy led her to idea of helping the world be a better place by ensuring organizations in local areas employee those in their communities

