



# Putting Policy Into Practice: HR's Strategic Role in Emergency Response

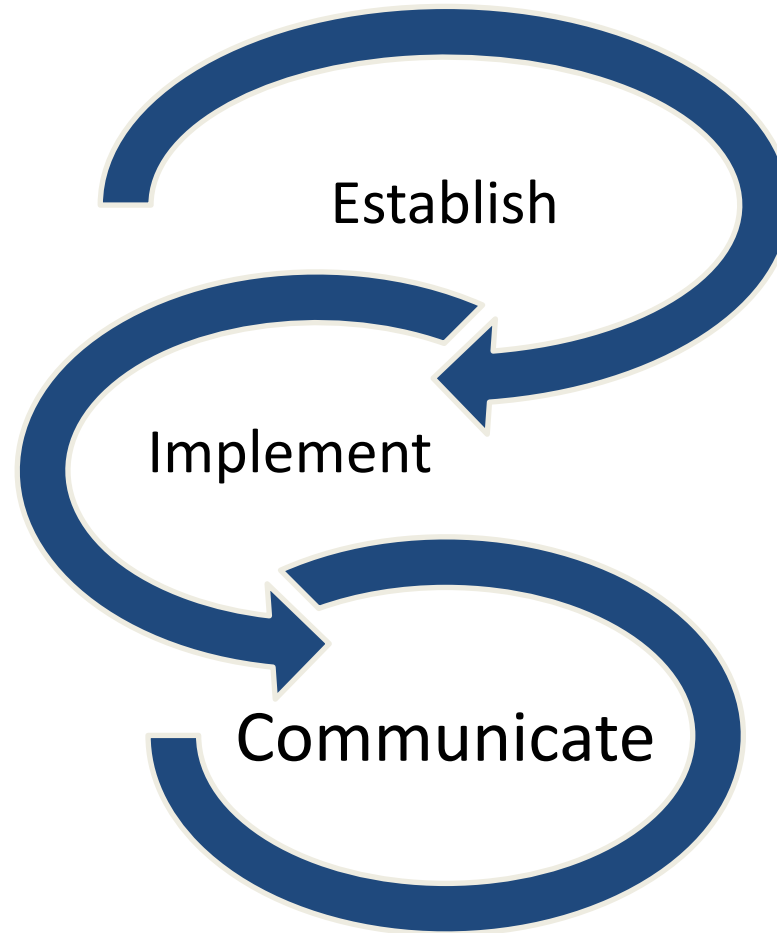
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# Write the Vision



# Understand the Organizations Priorities



- Nemawashi
- San gen shugi
- Machigaeru



# Nemawashi



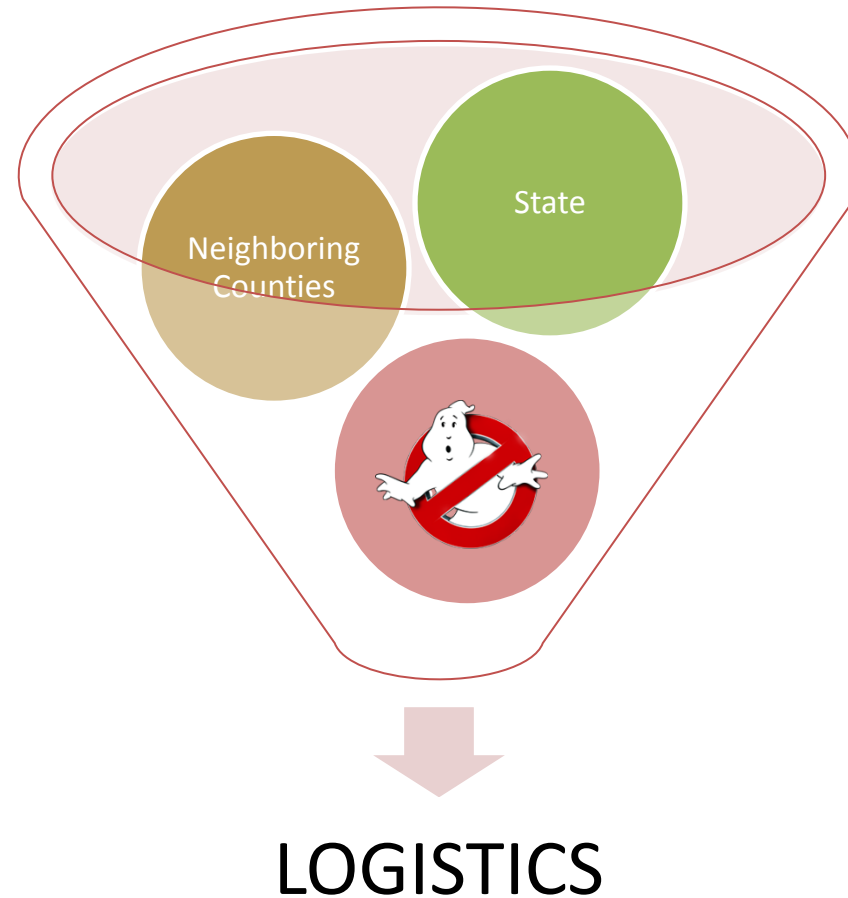
## Common Situation



# Communication is Key



Who you  
gonna  
call?



# Policies



- Emergency Pay Plan
- Hazardous Pay Plan
- Family Facilities
- Housing for Outside Support
- Application For Leave
- ESF-6 Policy

Bi-lingual pay



# Lessons Learned



- Never assume employee's have access

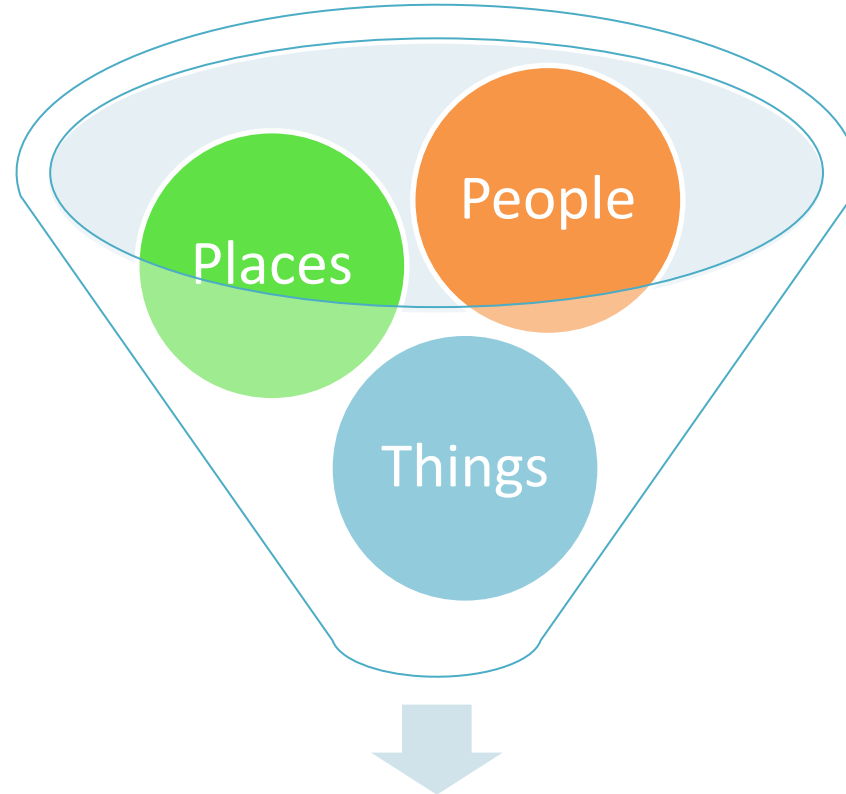


- Understand the Rural Rule!
- 1,000 is a large #

- What good does it do for ET to phone home when no one is there?



# Lessons Learned



Employees are **STILL** your most important asset

Lightening  
can strike  
Twice





# Lessons Learned



- Willing Doesn't Mean Able

- An Ant Can't Move a Rubber Tree Plant

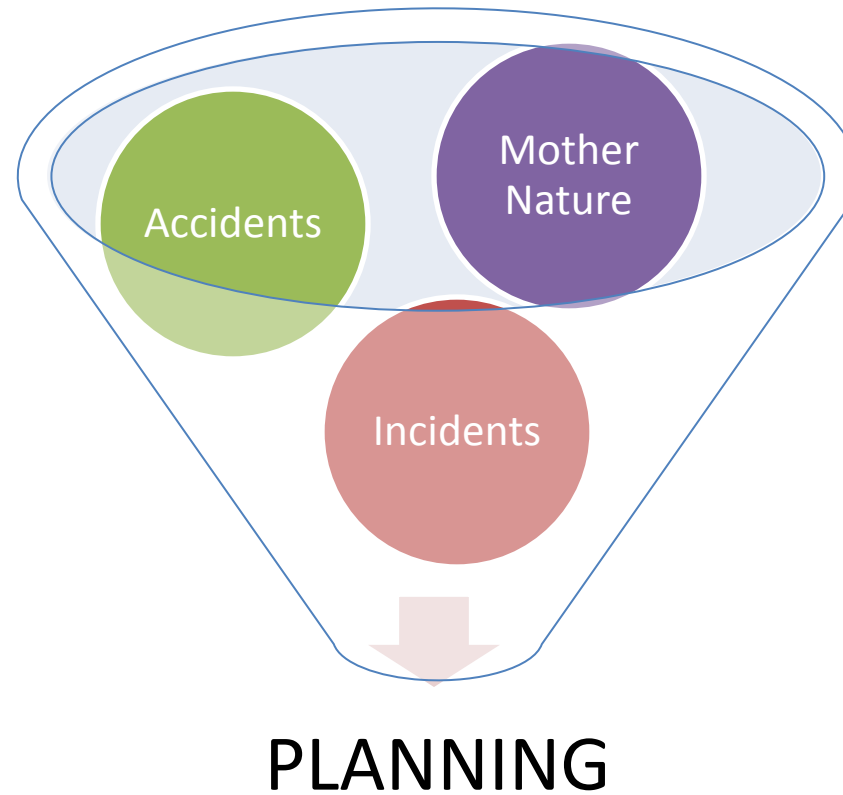


- Cars Don't Run On Air

- A River Runs Through It



# Expect the Unexpected



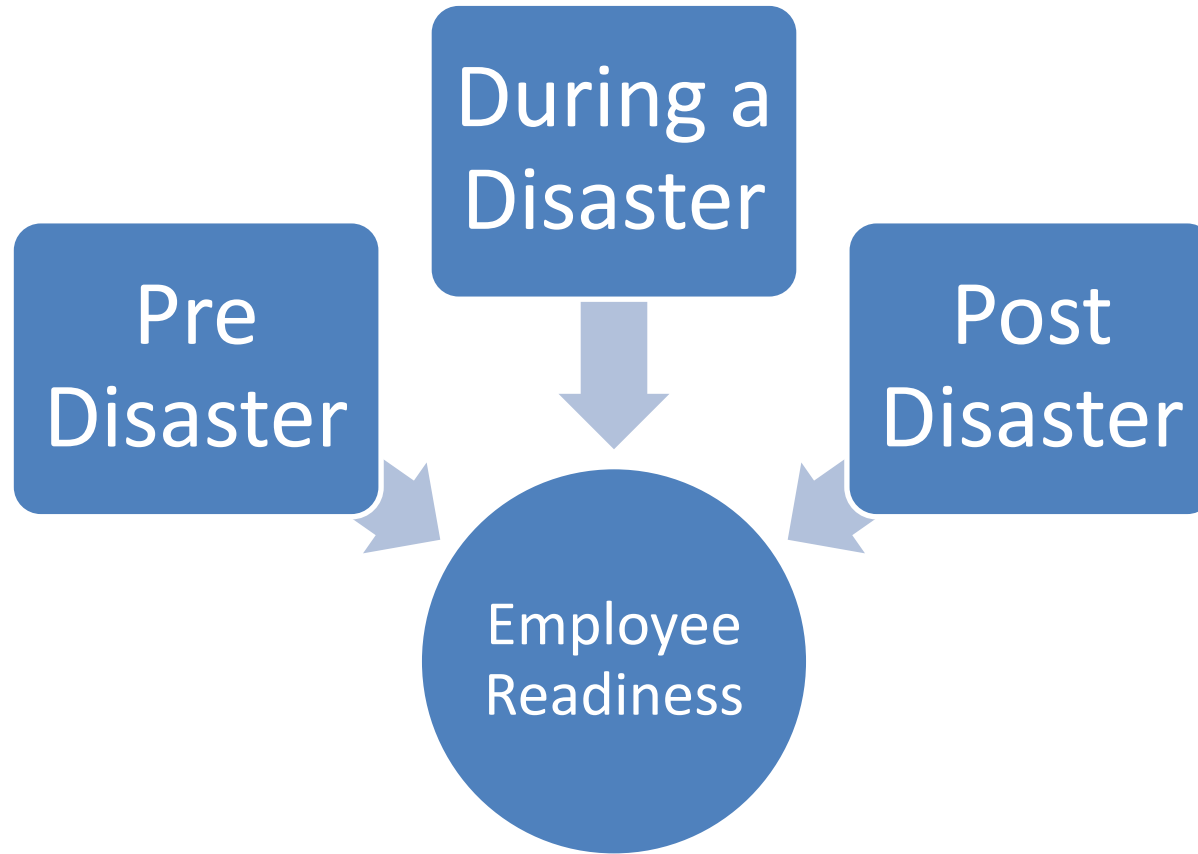
# Lessons Learned



- 1-5-1 In No Seconds Flat
- A Call to Rally Isn't A Call to Arms



# Share Expectations



# Lessons Learned



- The Ants Come Marching One By One



- Don't lock yourself in



- Who? Where? What?





# Lessons Learned

- Other Duties as Assigned
- Waiting to Engage or Engaged to Wait
- It's Still All About the Benjamins



# Lessons Learned



- The Operas Not Over Until the Fat Lady Sings



- You Have to Follow The Rules
- Know Whose In Your Network



Best Practices in Payroll & FEMA Documentation

**DANIEL PRENTICE**





Lessons Learned & Corrective Actions

**ROGER RILEY**



# Lessons Learned & Corrective Actions



- Winter Storm Pax (2014)
- 1,000 YR Floods (2015)
- Hurricane Matthew (2016)
- Hurricane Irma (2017)

