

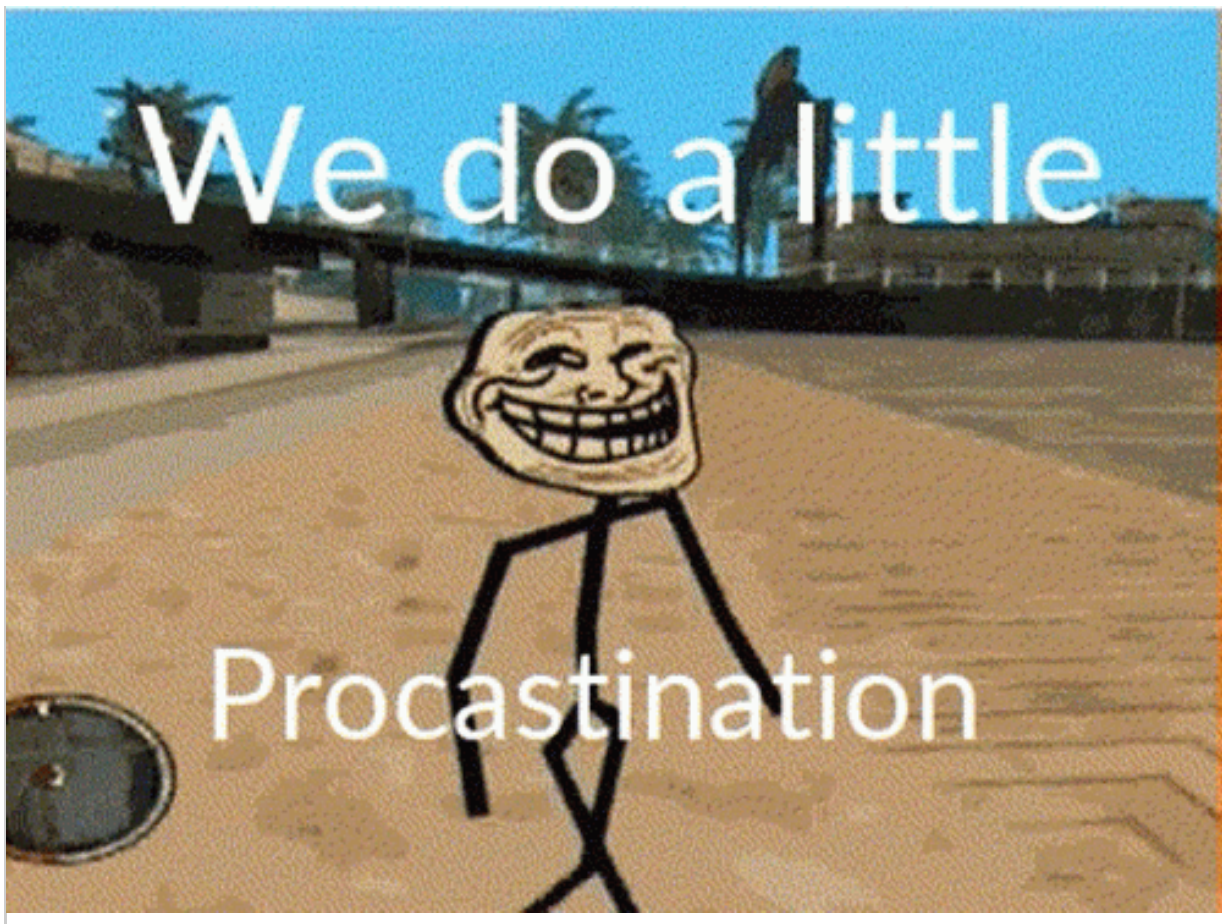
October 2024

Dear Colleague, welcome back!

This month, as we roll into a season packed with festivities, our core theme could not be but *procrastination*. Sounds familiar? You bet.

But there's no reason to hit the panic button yet if you're a frequent procrastinator as we call it. Rather, know that procrastination doesn't only boil down to sheer [laziness](#) though that also plays out every once in a while. Sometimes it's all about emotional triggers or discomforts that keep us from taking up tasks or completing them. What are they?

1. Perfectionism
2. Fear
3. Not knowing where to start
4. Feelings of inadequacy
5. Not seeing the value in the task
6. Creative or seemingly overwhelming jobs
7. Self-doubt
8. [Training your brain to procrastinate](#) (yes it's a thing)
9. Lack of clarity



What can we all do to overcome it?

1. Eliminating distractions (stow away those chats and app notifications once in a while)
2. Breaking down tasks into more manageable steps
3. Prioritizing important jobs first without thinking of other pending work
4. Timeboxing or the Pomodoro technique among other techniques to manage time

5. Reward yourself for every small milestone or completed step (now you know when to get that cuppa break!)
6. Visualize the end-result (a successful one obviously)

While it's not as easy as it sounds, it's no rocket science either and no exclusive issue that you're grappling with. Remember [95% of people](#) admit to putting off their work and it's only because it's a *purely visceral emotional reaction to something we don't want to do* according to author Tim Pynchl. So here's to chinning up and transforming into a *doer* from a *procrastinator* (you can do it!).

On that note, here are all the updates you need to know this month.

This month's HR headlines:

Should Siblings be Hired in the Same Company?

It's a question that often pops up in HR circles - should siblings work together in the same company? On the surface, it sounds like a win-win. After all, who wouldn't want to work with someone they trust, know well, and can easily collaborate with? In fact, studies show that 30% of employees in family-run businesses feel a stronger sense of loyalty and trust, which could translate into better teamwork and communication.

But, as with everything, there are potential downsides. According to a workplace survey, 25% of employers noted that personal conflicts among siblings sometimes trickle into work, causing distractions. And, of course, there's the issue of perceived favoritism, with 18% of employees expressing concerns about fairness when family members are involved in hiring.

At the end of the day, it all comes down to balance. With the right boundaries, clear policies, and a strong company culture, hiring siblings can work out just fine. It's about ensuring that personal and professional lives stay in their respective lanes, allowing siblings to contribute to a productive and harmonious workplace. 🤝

GenZ to Dominate Future Workplace?

[In a year](#) when the oldest GenZ member is going to turn all of 27 years of age, it's worth pondering over whether this cohort is going to dominate the office pretty soon. They should comprise 27% of the workforce across OECD countries by 2025, while 6,000+ Chief Executives in the U.S. already belong to this segment. McKinsey's also stated how 38% of these professionals have CEO-level aspirations (much higher than earlier generations).

A Top Employers Institute survey (covering 1,700 between 18-27 years in 9 countries and 2,300+ global employers) indicates how GenZ puts a premium on workplace safety, sustainability, and stability. So, their priorities include organizational financial stability, healthy and safe workplaces, and development opportunities in the reverse order. 🔄

Stuff We Are Watching Now 👁️

1 Mastercard needs no introduction surely. The global payments processor is reportedly cutting its global headcount by 3% with a view towards bolstering core business focus. This may impact close to 1,000 employees, with the total headcount standing at approximately 33,400 people as of the end of 2023. CFO Sachin Mehra

has also said that a one-time restructuring charge of \$190 million will be recorded for the three months concluding on 30th September. Read more about it [here](#).

2 In a stunning development, chief people officer and co-founder at Zomato, Akriti Chopra, has resigned after a 13-year stint at the startup. The official reasons given? *To pursue other interests*. Chopra has previously been indispensable in setting up the company's finance and legal teams earlier as the CFO. Rather interestingly, another co-founder and then-chief technology officer Gunjan Patidar also resigned last year in January after spending a decade here. She followed Mohit Gupta, who became the co-founder from the food delivery business' CEO and resigned in November, 2022. What's behind these successive exits? Read more [here](#).

3 Dell and Amazon have mandated five-day WFO (work from office) for their employees. The latter will implement this from 2nd January, 2025, while the former has mandated it for the global sales team with effect from 30th September itself. These decisions have reportedly been made to enhance teamwork and collaboration, although quite a few employees are unhappy regarding the same. For instance, surveys have revealed how 91% of Amazon employees are dissatisfied with this new policy and 73% of them are alarmingly thinking of quitting as well. Read more about it [here](#).



Your monthly dose of humour

When Love Got Her in Trouble!

This colleague had a habit of ending conversations with her best buds and family members by saying Bye. Love You. Everyone knew about it, thinking it pretty de-gueur at work. Now, trouble arose when one day, our boss (away on a business trip) called her for a long debriefing on some important topics. As a matter of habit, she absent-mindedly said Bye. Love You at the end when the boss said Goodbye for now. And in a split second, realizing her mistake, blurted out I Don't Love You. The boss simply hung up.

She spent a dreadful couple of days wondering whether she should reach out to the boss and say sorry. She did send an apology message though. The boss returned to work and did not say a word. Eventually, she calmed down!

That's all for this month!

📌 Want to increase your revenues and plug hiring gaps? If you're looking for effective HR solutions for your company, [get in touch](#) with us right away. See you next month!

Team OMAM

