

January 20, 2022

Happy New Year to all of our friends, clients, suppliers, and advisors!

Exhausted already?

Let us start by saying how much we appreciate your support. LMCIS had another very good year, and we are starting 2022 off at an amazing pace.

To our broker friends, we appreciate you entrusting clients to our care. To our employers, we appreciate you allowing us to embed in your organizations from the start of discovery through execution and that you make us feel like part of your work family. And to our suppliers, we appreciate your flexibility as timelines, headcount, legislation, and budgets continue to change.

In 2022, we anticipate that you will have additional needs for technology to assist you with the changing regulatory environment and the nature of where your employees come to work.

Our clients seem to fall into one of three categories:

1. *Optimize what you already have*—most of what you are doing is working; some things might need a tune up; some might need a point solution or two.
2. *Fix what's broken*—the platform isn't performing as intended; turnover among your Client Success teams makes it hard to find someone to help with your account; some of the third-party integrations have experienced their own unique org changes and are no longer serving you as needed.
3. *Replace what you have*—cobbled together solutions; on prem systems and a payroll first philosophy is not going to cut it in 2022 and beyond. A fresh start is the better alternative.

Regardless of your starting point, we will work to meet your needs. We are always mindful of timing, budgets, and client bandwidth—all of which play a huge part in a successful launch. Let us talk you through the steps that need your attention before you make any decisions.

The “Great Migration” has hit the tech sector pretty hard. Platform companies always had heavily distributed workforces, but moving to remote first or fully remote has opened up the candidate pipeline. A huge influx of private equity funds has been deployed towards sales and marketing initiatives (code for recruitment). Many of our experienced colleagues are now riding the startup wave. It's a game of human capital musical chairs. **We are creating new escalation paths to assist you post OE, in case you need them.** We are supportive but realistic about new teams and inexperienced hires.

Next month we will return to our regular format and keep you up to date on industry trends and solutions. Expect fewer meetings and more mergers and acquisitions!

Stay safe, warm, and healthy,

Leslie & Jill

PS: If your organization has changed and you want to add colleagues to our newsletter, send us their contact information.