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Does Your Company Need a Czar of Bad Systems?

Having processes in place is essential as a company grows, but poorly designed systems may linger unless something specific is done to address them. That's why Hootsuite has empowered an employee to fix processes that don't work and has dubbed the informal role the "czar of bad systems."

[Read more](#) from Fast Company online.



Tight Construction Labor Market Could Pinch Developers of Multifamily Projects

Apartment developers are having trouble finding enough construction workers to build their projects. Reasons for the shortage include a boom in apartment building and workers who moved on to other jobs during the economic downturn.

[Read more](#) from National Real Estate Investor online.

Treating Numbers Like Numbers
and People Like People



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Arbitration Program Suggested to Speed Up Infrastructure Construction



Richard LeFrak and Steve Roth, advisers to President Donald Trump, are suggesting an arbitration-style pilot program to help reduce the 10 years it often takes for an infrastructure project to get permitted. They'd like to reduce red tape without sidestepping environmental and other regulations and become more similar to some other countries, where permitting is only a two-year process.

Builders, unions and others often rue a permitting process that can last a decade or more – a potential snag in Trump's plan to launch a 10-year, \$1 trillion infrastructure building program to create jobs and bolster the world's biggest economy.

LeFrak said the advisory council is looking at a pilot program comparable to the arbitration process used in bankruptcy court to speed up proposals, reduce red tape and halt litigation that can tie up infrastructure projects in court for years.

"Somebody in authority would make the decisions, all the mitigation that should be coming out of it, whether it's environmental mitigation, other mitigation, gets decided at that moment and that's it," he said. "It's just a proposal. We're asking them to try it."

[Read more](#) from Reuters.



Why “Complete ERM” is a Myth



Risk management initiatives must evolve as an organization’s risk exposures change. These days, all entities are taking a harder look at how they manage risk, according to an annual survey.

Risk oversight has grown in importance among all types of organizations this decade, but some of the gains can be attributed to public companies responding to the SEC’s rules related to risk disclosures.

[Read the full article](#) from Journal of Accountancy online.

Include Workers in Planning of Engagement Initiatives



Involving employees in the planning of engagement programs may increase buy-in. Surveying employees and helping them manage the ups and downs of work may lead to better results for your organization.

Not involving employees in the planning leads to less buy-in on their part and they might stay disconnected from the organization, according to Rebecca Ray, executive vice president at the Conference Board.

[Visit](#) Bloomberg BNA for more.

Tactics for Communicating Effectively with Your Boss



If you’re like a lot of people, you might get anxious when you have to talk to your boss – or you might leave the conversation feeling unsure of what kind of impression you made. Or maybe you’ve just noticed that your relationship with your manager could be smoother.

Using these seven tips can help you communicate effectively with your boss and eliminate some of the nerves you may feel. For example, it helps to propose multiple solutions before advocating a particular course of action to address a problem at work.

[Read more](#) from U.S. News & World Report.



CFOs Look to Nontraditional Sources for Finance Talent

Companies are having trouble filling finance positions as they look for candidates with the right mix of analytical knowledge and soft skills. Some businesses are searching for candidates outside traditional sources to fill the gap.

The shortage of young finance talent is widely discussed among CFOs, but rarely closely examined. The shrinking unemployment rate has drained the talent pool in many corporate functions and industries, and companies continually complain that they can’t find qualified staff.

[Click here](#) for more from CFO.com.